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USSR Report

HUMAN RESOURCES

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LABOR

LEGAL ASPECTS OF COLLECTIVE AGREEMENTS DETAILED

Moscow KHOZYAYSTVO I PRAVO in Russian No 10, Oct 83 pp 17-22

[Article by I. Snigireva, candidate of juridical sciences: "Powers of Labor Collectives Relating to Conclusion of Collective Agreements--Commentary on Article 7 of USSR Law on Labor Collectives and Enhancement of Their Role in the Operation of Enterprises, Institutions and Organizations"]

[Text] In accordance with Article 7 of the USSR Law, labor collectives take part in working out collective agreements, discuss them, adopt decisions on their basis and authorize trade-union committees of enterprises and organizations to sign these agreements:

implement measures for ensuring the fulfillment of collective agreements;

hear reports of the management of enterprises, organizations and trade-union committees on the fulfillment of collective agreements; in necessary cases, raise questions on calling to account persons who have not fulfilled commitments relating to collective agreements.

Collective agreements are concluded each year not later than February in production associations (at combines) and scientific-production associations, in trusts of sovkhozes, at enterprises of industry, construction, transport, communications, agriculture, forestry, housing-municipal services, trade, public dining and consumer services, at procurement enterprises, in material-technical supply, in scientific-research organizations (institutions) and topographic-geodesic, prospecting, planning, design, planning-design and technological organizations possessing an independent balance and acting as legal entities. Collective agreements are also concluded at production (organizational) units belonging to a production association (combine), scientific-production association within the limits of the rights granted to them. With the permission of the central, republic trade-union committee and the appropriate ministry or department, the collective agreement at production (organizational) units belonging to an association (combine) may not be concluded if they are located within the limits of a rayon or city.

The management of all-union or republic industrial associations can conclude with the appropriate trade-union organ (oblast, kray, republic) or central trade-union committee) an agreement on questions of dissemination of advanced

experience, adoption of inventions and innovative proposals, creation for workers of the most favorable and safe working conditions and on questions of social-culture measures, housing and cultural-consumer construction carried out with the resources of centralized funds of a cost-accounting association.

The manner of concluding and executing collective agreements is regulated in detail by the Fundamentals of Legislation of the USSR and Union Republics on Labor (Articles 6 and 7), codes of laws on labor of union republics,² and the decree of the USSR Council of Ministers and the AUCCTU of 6 March 1966 "On the Conclusion of Collective Agreements at³ Enterprises and Organizations" with changes and additions of 14 October 1976.³ The Statute on the Manner of Concluding Collective Agreements affirmed by the decree of the AUCCTU and the USSR State Committee for Labor of 26 August 1977.⁴

Preparation of the draft of a collective agreement. The draft of a collective agreement is worked out by the management of the enterprise and the trade-union committee simultaneously with the compilation of the draft of the plan for the coming year. Permanent commissions of the trade-union committee, the Komsomol Committee, the permanently operating production conference and also other public organizations take part in its preparation. Beginning in April-May, the trade-union committee and the management organize the gathering of proposals of workers and employees for inclusion in the draft of the future collective agreement. In October-December the draft is refined in conformity with the approved plan, estimates of the trade-union budget and the state social-insurance budget, after which it is submitted for discussion by the labor collective. Comments and corrections made as the result of a preliminary discussion of the draft of the collective agreement at meetings in shops, departments, production facilities, animal-husbandry farms and the like are taken into consideration by management and the trade-union committee in the course of putting finishing touches on it.

Conclusion of a collective agreement. The rectified draft of the collective agreement is submitted by management and the trade-union committee for discussion at a general meeting (conference) of the enterprise's labor collective. A decision is made based on the results of the discussion. The general meeting (conference) authorizes that the approved collective agreement be signed by the trade-union committee, which is done in the name of the labor collective. The head of the enterprise signs the collective agreement in the name of management and the chairman of the trade-union committee--in the name of the latter.

If collective agreements are concluded both at the association and at its production (organizational) units, their drafts are examined at the same time at the meetings. If, however, the agreement is concluded only at the association, its draft is submitted for discussion by the collectives of each production (organizational) unit included in the association. We want to point out that Article 20 of the Law provides the possibility of holding meetings (conferences) of the labor collectives of the enterprises by shops, departments, sectors, brigades and other subdivisions.

Changes and additions to the collective agreement are submitted in the same manner. Disagreements occurring in the process of conclusion of a collective agreement are resolved in a two-week period by superior economic and trade-union organs with the participation of the parties.

A collective agreement goes into force on the day of its signature or in a period indicated in the document itself and remains in effect until a new collective agreement comes into force.

The enterprise's management and trade-union committee bring the text of the collective agreement to the notice of workers and employees no later than a month from the day of its signing and regularly inform on the course of its fulfillment.

The operation of the collective agreement applies to all of the enterprise's workers and employees regardless of whether or not they are trade-union members.

When a worker or employee is hired for work, management is under the obligation to acquaint him with the collective agreement in force at the enterprise.

In the case of reorganization of an enterprise or when it is turned over for management by another organization, the collective agreement as a general rule retains its force. It is accordingly reexamined if the production plan or the parties of the agreement (for example, in connection with the creation of an association) are changed.

The contents of the collective agreement are determined by the labor collective. In this connection, its provisions (norms) cannot contradict labor legislation. A collective agreement contains two groups of conditions.

The first group, for example, includes basic provisions relating to questions of regulation of labor organization and wages; a listing of production facilities, shops, occupations and positions with harmful labor conditions, work in which gives the right to additional leave and a shortened workday; wage scales and wage rates; rules pertaining to the procedure of revision and putting into force output norms, time norms and so on. Individual provisions reproducing the norms of effective legislation are of an informative character. With the help of the collective contract, they are brought to the notice of workers and employees, providing them with information on working conditions. Collective agreements, however, as far as possible do not include generally known norms of labor legislation.

Normative provisions whose adoption comes under the competence of management and the trade union committee are included in the collective agreement after their approval. They are also of an informational character. At the same time, individual norms acquire juridical force only after their inclusion in the collective agreement.

The collective agreements of many enterprises also contain those normative provisions whose determination while not coming specially under the competence of management and the trade-union commission still may be adopted at an enterprise within the framework of existing legislation. This, for example,

includes the conditions of the agreement aimed at raising for the enterprise's personnel the level of obligatory guarantees provided by the legislation. They include in particular prohibition of transferring to other work workers taking courses for upgrading of qualifications at master-craftsman schools; offering workers on completing production courses work corresponding to the acquired skill; offering workers studying at schools, tekhnikums and other educational institutions work that permits them to regularly attend classes; prohibition of having persons do overtime work who have been sent to night preventoriums, preferential right to improved housing conditions for production pacemakers with an extended length of service at the given enterprise.

Collective agreements also include normative provisions providing for additional sanctions for violators of labor discipline in conformity with existing legislation (transferring place on list for securing housing, nongranting of preferential trips to sanatoriums and rest homes and so on).

The second group of conditions of the collective agreement pertains to mutual obligations of the parties secured by them. The range of these obligations is being steadily expanded. Thus management and the labor collective assume obligations for fulfilling plans of economic and social development, improving production and labor organization, improving product quality and reducing production cost, developing socialist competition, upgrading the qualifications and training of cadres in production and for other questions.

The collective agreement also contains obligations (conditions) on involving workers and employees in management of production, improvement of labor norm setting, forms of its pay and material incentives of workers, labor-safety regulations, granting of benefits and advantages to production pacemakers, improvement of housing conditions and cultural and consumer services for workers and development of educational and mass cultural work.

Collective agreements respectively contain the following basic sections:

(1) fulfillment of state, counter plan and socialist commitments; (2) development and improvement of socialist commitment and the movement for a communist attitude toward labor; (3) adoption of achievements of science and technology, advanced experience and scientific labor organization; (4) pay and norm setting of labor; (5) involvement of workers and employees in management of production; (6) upgrading of qualifications, economic knowledge and general-educational level of workers; (7) strengthening of socialist labor discipline; (8) education, training and organization of work of young people; (9) labor safety and social insurance, medical services, organization of rest and sanatorium-health resort treatment; (10) labor and living conditions of female workers and provision of aid in upbringing of children; (11) housing and consumer services of workers and organization of public dining; (12) cultural-educational work among workers and members of their families.

The collective agreement may also include other sections--on the recommendation of ministries and departments jointly with central (republic) trade-union committees.

The collective agreement in addition includes measures providing for a five-year plan of social development for the collective, a complex plan for improving conditions and labor safety.

There are appended to a collective agreement: plans for technical development and organization of production, including measures for introducing scientific labor organization, progressive technology, mechanization and automation of production processes, development of new kinds of products and improvement of their quality as well as certain other materials made in conformity with recommendations of the ministry and the central (republic) trade-union committee.

The realization of collective agreements contributes to increasing the responsibility of all units of labor collectives and each worker for the results of their labor and operation of the enterprise as a whole, develops know-how of operating them. The fulfillment of collective agreements depends first of all on the labor collectives themselves and, of course, on the enterprise's management and trade-union committee.

The workers and employees of Cherpovets Metallurgical Plant are successfully coping with commitments for fulfilling the production plan and all provisions of the collective agreement. The plant's collective committed itself to achieve the entire growth of production volume through growth of labor productivity. Collective members work to the slogan "Shock work plus modern technology." A conscientious attitude toward labor, creative initiative, combined with adoption of advanced technology and modernization of equipment make it possible for the collective to fulfill their high commitments in a worthy manner.

Unconditional fulfillment of plans and socialist commitments is the law for the collective of the Moscow Plant of Motor-Vehicle and Tractor Electrical Equipment. For several years now the plant has not been subjected to fine sanctions for violating contractual obligations.

Collective agreements play an important role in improving working conditions and mechanization and automation of production. Thus at Uglich Watch Plant, there is being carried out in accordance with the collective agreement a complex program of mechanization of the assembly shop, providing in particular for the introduction of 200 automated lines and 600 robot-manipulators.

Kirovskiy Zavod (Leningrad), Kolomenskiy Zavod (Moscow Oblast) and Elektromekhanika (Penza) production associations, Tekhnolog Scientific-Production Association (Tashkent), Kherson Cotton Combine, the Dnepropetrovsk Dneproshina Plant and many others devote daily attention to fulfilling the conditions of collective agreements.

But enterprises still exist where the importance of the collective agreement is underestimated, where its conclusion is approached formally and no attention is paid to checking the fulfillment of commitments and labor collectives are not informed of the course of their fulfillment. The labor collectives are called upon to make themselves convincingly heard.

All the provisions of the collective agreement must be precise and clear and the commitments valid; they must contain instructions for the concrete time periods of their fulfillment and the responsible performers. These are indispensable conditions providing for the fulfillment of the collective agreement.

Ensuring the fulfillment of the collective agreement is the right and duty of the labor collective. Meetings of labor collectives as well as of individual subdivisions work out and carry out measures contributing to the accomplishment of the obligations of the parties; they examine concrete questions connected with the fulfillment of the agreements and hear reports of management and the trade-union committee on the fulfillment of the collective agreement.

The successful realization of the provisions of the collective agreement is abetted by monitoring conducted in the collective itself as well as by higher economic and trade-union organs.

Monitoring the conformity of normative provisions of the collective agreements with existing legislation is also imposed on higher economic and trade-union organs and on legal and technical inspectorates of labor. Observance of conditions, legality of the norms include in the collective agreements are also verified by other organs: soviets of people's deputies, organs of the procuracy.

Observance of legality in the process of concluding and fulfilling collective agreements is abetted by the participation of the juridical services of enterprises in this work.

An important means ensuring the fulfillment of obligations relating to the collective agreement is mutual monitoring by management and the trade-union committee of the fulfillment of its conditions.

Daily monitoring of the course of fulfillment of collective agreements, as has already been noted, is directly carried out by labor collectives. Reports of management and the trade-union committee to collectives are made not less than two times a year. Verification of the fulfillment of the collective agreement involves commissions of the trade-union committee and a broad aktiv of workers. The results are discussed at meetings of labor collectives. Analysis of the results of fulfillment of the collective agreement in the course of the past year coincides in time with the preparation and conclusion of the agreement for the next period. The simultaneous conduct of one and the other work makes it possible to disclose what conditions of the operative collective agreement were not fulfilled, to reveal the reasons for this and to make timely proposals for the draft of the agreement for the coming year. The enterprise's management examines the proposals and comments of workers and employees and within a 2-week period informs the collective of the measures taken. If implementation of the proposals of the collective's members exceeds the limits of competence of management, they are sent to higher jurisdictional economic and trade-union organs for adoption of appropriate decisions.

Systematic monitoring of the fulfillment within prescribed periods of commitments and measures specified by the collective agreement is performed by the

trade-union committee of the enterprise. The trade-union committee has the right to hear reports of managers on the fulfillment of collective agreements and to require the elimination of defects.

The fulfillment of collective agreements at subordinate enterprises is monitored by ministries and departments jointly with central (republic) trade-union committees. Trade-union councils discuss each year the results of mass verification of the fulfillment of collective agreements for the half-year period at enterprises located on the territory of the region.

Provision of effective control over the fulfillment of collective agreements is also abetted by the analysis of reports concerning their conclusion and fulfillment presented by the trade-union committees of enterprises (according to a set form) to superior trade-union organs.

Accountability for violation of a collective agreement. Violations revealed in the process of monitoring the fulfillment of a collective agreement must bring in their wake accountability of the guilty persons. The type and measure of accountability depends on the character and severity of the violation.

Let us point out that even public censure of persons committing the violation of obligations or conditions of collective agreements at a meeting of the labor collective or a session of the trade-union committee exerts quite a strong moral influence on the guilty parties, which serves as a stimulus for the elimination of the pointed out defects.

The trade-union committee has the right to raise the question before an appropriate organ of punishment of managerial personnel of the enterprise who are guilty of nonfulfillment of obligations relating to the collective agreement. On the demand of a trade-union organ (no lower than rayon), the managerial worker may be fired for the said violations.

If the nonfulfillment of the collective agreement was expressed in violation of labor legislation, rules of labor safety regulations or labor safety practices, the guilty officials may be fined by the legal or technical inspectorate. In appropriate cases, officials also may be made criminally accountable (Article 138 of the RSFSR Criminal Code and similar norms of the criminal codes of other union republics).

With respect to property obligations assumed by management, the enterprise bears material responsibility.

Trade unions are released from material responsibility according to collective agreements. Their responsibility for nonfulfillment of the agreement before labor collectives is of a public-moral character. For nonfulfillment of obligations according to the agreement the trade-union committee bears responsibility before superior trade-union organs. Members of a trade-union committee guilty of nonfulfillment of individual conditions of the collection agreement may have measures of public action in accordance with the USSR Trade-Union Charter. Members of a trade-union committee released from production work for nonfulfillment due to their fault of the collective agreement may be

subjected to disciplinary accountability by higher trade-union organs, as their labor obligations include ensuring the observance of the norms of the collective agreement.

The labor collective carries a moral responsibility for the nonfulfillment of obligations assumed according to the agreement. Individual workers and employees bear public moral responsibility before the collective for nonfulfillment of obligations assumed by the latter. If the nonfulfillment of collective contractual commitments is at the same time a violation of labor obligations, workers are subjected to disciplinary accountability.

The extremely responsible attitude of labor collectives, economic and trade-union organs toward the fulfillment of collective agreements makes it possible to increase their role in the solution of tasks set by the 26th CPSU Congress and the November (1982) and June (1983) plenums of the CPSU Central Committee.

FOOTNOTES

1. They, as a rule, are subsequently named "enterprise."
2. See, for example, Articles 7-14 of the RSFSR Labor Code.
3. SP SSSR [USSR Collection of Decrees and Rulings], No 5, 1966, p 51; No 24, 1976, p 123.
4. BYULLETEN' GOSKOMTRUDA, No 1, 1978.

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LABOR

EXPERTS ANALYZE MANPOWER SITUATION AT WEST SIBERIAN OIL-GAS COMPLEX

Moscow PLANOVOYE KHOZYAYSTVO in Russian No 1, Jan 84 pp 94-97

[Article by A. Anan'yev, subdivision deputy chief, Gosplan USSR, and A. Silin, senior expert, West Siberian MVTK [expansion unknown], Gosplan USSR: "Providing Manpower to the Enterprises and Construction Projects of the West Siberian Oil-Gas Complex" under the rubric, "Territorial Planning and Regional Economics"]

[Text] The oil-gas complex in northern West Siberia occupies a special position in the solution of the nation's energy program. The branches which form this complex are the oil-gas and gas industries. On this basis a regional territorial-industrial complex has begun to be organized, which involves, among others, chemical, microbiological, timber, wood-working, and paper and pulp branches, along with electrical power, construction and construction materials industries.

Industrial development of the sparsely-populated regions of West Siberia, and the accelerated development of the oil-gas complex which has taken shape here have promoted rapid growth in population and labor resources. In the years of the 10th Five Year Plan the average annual growth rate for population amounted to 3.9 per cent in Tyumen Oblast and 1.1 per cent in Tomsk Oblast (as opposed to 0.7 per cent in the RSFSR as a whole).

The negative migration balance which had come to pass in the region prior to its industrial development changed to the positive when the oil-gas complex was organized. Analysis of the age groups of people arriving in the region indicates that approximately 80 per cent are capable of working; moreover, about half are between 16 and 30 years old, and one-fifth are between 30 and 39 years old.

Taking into consideration the regional conditions and the nature of the work, the composition of the population which lives in the regions of the West-Siberian Oil-Gas Complex [Zapadno-Sibirskiy Neftegazovoy Kompleks--ZSNGK] is undergoing significant change in terms of age and sex. Whereas, in the country as a whole a preponderance of women is observed beginning with the age group 25-29 years, in Tyumen Oblast this preponderance is observed in older age groups, beginning with the 40-44-year-olds; while in the age group which is much more capable of work (25-29 years) there is a significant preponderance of males.

Inasmuch as a significant number of those arriving in the region are young people who have as a rule completed their secondary education, at the present time it is not always possible to satisfy their requirements for working conditions, type of jobs, and the level of support facilities. And this hinders the ability to keep them on the job. For example, in the large settlements in Tyumen Oblast, the level of population movement within the territory exceeded by a factor of more than 3.5 the actual population growth resulting from migration of able-bodied workers to the area. In solving the problem of keeping workers on the job in West Siberia, living and socio-cultural conditions--not wages--are most important. This conclusion, which was made at the 26th CPSU Congress, is supported by data received as a result of studying factors of population acclimatization. The people who have made the decision to leave the ZSNGK might have remained had they been provided decent living quarters (38.6 per cent); if the domestic and cultural services were improved (24.7 per cent); if wages were increased (15.9 per cent); for further education (3 per cent); or if other family members were offered work in their profession (2.2 per cent); and so on.

In the initial stage of the organization of ZSNGK insufficient development of the social infrastructure did not have a significant effect on the growth rate of the base industry. Production collectives were created without a great deal of difficulty, inasmuch as the general situation in the country in terms of labor resources was favorable enough.

In the forthcoming period the situation changes significantly. It is anticipated that the natural increase in the able-bodied segment of the population in the 1980's will decline significantly as compared with the preceding decade. In connection with this, the shortage of workers in the majority of the regions of the country may restrain the volume of the migratory influx into ZSNGK. Taking into consideration the necessity of fulfilling the national economic tasks for organizing the complex under conditions of an ever-increasing need for labor resources and conserving losses due to migration, the problem of furnishing labor resources to the enterprises and organizations here is assuming nationwide significance.

But the difficulties can, in our opinion, be overcome by means of: proportionally reducing the requirements of the enterprises and organizations of ZSNGK for labor resources on the basis of universal introduction of new labor-saving equipment and technology, mechanization and automation of production processes, and improving organization of production, labor and management; significantly improving living and social-domestic conditions; and inter-regional utilization of labor resources on the basis of temporary duty and expeditionary temporary duty methods.

Let us dwell on these three directions.

The greater share of the workers and employees in the complex (30 per cent) is occupied in the oil industry; a somewhat smaller proportion (25 per cent) in the subunits of Minneftegazstroy [Ministry of Construction of Petroleum and Gas Industry Enterprises]; about 10 per cent in geology; and 8 per cent are gas workers. Thus, more than 70 per cent of those occupied in the complex work in the four basic branches of ZSNGK.

The occupational structure of workers by type of activity looks different. Enterprises for geological exploration, drilling, extraction and transportation of oil and gas account for 19 per cent of all workers, and enterprises of the industrial infrastructure, 53 per cent. It is precisely in this, the latter section of ZSNGK that expenditure of living labor is by far the highest. This is brought about first of all by the isolation of the departments; by the insufficient level of mechanization, concentration and specialization of production; and by lags in the development of the material base. And these possess significant possibilities for economy in expenditure of labor.

A significant amount of labor resources could be released for other duties if there was a greater level of concentration of the power and heat enterprises in ZSNGK, as well as for the repair and operating base for the equipment in use. The insufficiently-developed transportation system brings about the necessity to establish a seasonal reserve of materials and equipment. However, the existing storage facilities are, as a rule, not mechanized, and valuable materials must in most cases be transshipped several times, which significantly increases the requirement for labor resources.

The presence in Tyumen Oblast of small enterprises, the energy-output ratio and productivity of labor at which is lower than at the large enterprises, results in a high proportion of personnel occupied in low-skilled manual labor.

The requirement of ZSNGK for labor resources can be significantly reduced by means of accelerated introduction of new labor-saving equipment and technology, and by improving the organization of labor. Glavtyumen'neftegaz [Tyumen Oblast Main Administration of Oil-Gas Industry] in 1981 alone transferred 1,600 workers from manual to mechanized labor, and the number of personnel who possess more than one skill increased to 5,900. As a result, more than 1,200 workers were conditionally released for other duties. Reserves for economizing on labor resources lie in reducing personnel turnover, and in strengthening labor discipline.

The special structure of the region's population has a marked effect on the development of the social infrastructure as well, the shortcomings of which lead to serious economic and social losses, and to a reduction in the effectiveness of utilization of the production potential. The separate services in the branches of the social infrastructure are not interchangeable. They carry out important specific social functions and promote the active participation of people in socially-useful activities, in establishing stable labor collectives, and in restoring and strengthening their physical and creative powers.

The organization of the social infrastructure of ZSNGK has its own specific nature and cannot be implemented in the same manner as in other regions of the nation. For example, surveys have been conducted which reveal that the young workers have the greatest requirement for cultural services. And people in the older age-groups desire that greatest attention be devoted to

medical and trade services. Bachelors visit cultural-entertainment establishments three times as often, and utilize the facilities of the services sphere twice as often. Moreover, the demands of the predominantly male population require changes in the structure of the goods produced and brought in, especially in the North (more food products, less fabric, etc).

Housing ranks first among the socially-significant objectives. Expenditures for construction of living quarters in the region amounts to 60-75 per cent of the capital investments allocated for non-production purposes; and this is still not enough. The main reason for this is that the peak periods for industrial and civilian-housing construction coincide. Therefore, the lowest indicators for providing housing are observed precisely in those regions where there is at the same time intensive construction of facilities for the oil and gas industry and construction of new cities.

The shortage of living quarters and other objectives of social and domestic significance in many cases do not permit completely staffing collectives with specialists, which as a result delays the development of production forces in the region.

The investment policy must be significantly changed as soon as possible, significantly increasing in the oil-gas complex the norms for development of the social and domestic infrastructure, which is comparatively small here at present.

The plan for assimilating capital investments intended for construction of housing in 1981 has been fulfilled. However, there are still lags in putting into operation pre-school children's establishments, and facilities for health-care and culture. A number of indicators for future development of cities in ZSNGK have not been upheld as the result of the actual size of the population. In Surgut, for example, as early as 1979 the number of citizens exceeded the initial forecasts of the general city development plan by a factor of two (In Nizhnevartovsk, by a factor of 3, and so on). A great deal of tension arose in furnishing the population with living quarters and various kinds of social and domestic services.

The system of trade services and providing the population with food requires accelerated development. The basic share (nearly 60 per cent) of retail trade on the territory of ZSNGK falls at the present time to food products. At the same time, the consumption of vegetables, fruits and potatoes here is still lower than the level for the republic. In the conditions of the North, the requirement of the human organism for vitamins, and above all vitamin C, is increased by a factor of 1.5 to 2. And the basic direction for solving this problem, in our opinion, is establishing a locally-operated food base at the oil-gas extraction enterprises. The prerequisites for this have already been established.

More than 100 million rubles in capital investments have been spent in the 10th Five Year Plan for expansion of subsidiary farm plots at the oil-gas branches in the region. Today this is making a significant contribution to satisfying demands for food. Subsidiary agricultural production is growing

by leaps and bounds in the Tyumen'gazprom All-Union Industrial Association. Produced here in 1981 was 28.1 kg of meat, 35.2 kg of milk, and 9.8 kg of vegetables (per worker). A system of animal husbandry enterprises, hot-houses and hotbeds is also being developed in other basic branches of the complex. All of this will markedly improve the supplying of high-quality foodstuffs to the population, which will have an important social effect.

Increasing the level of support in this region for schools, children's pre-school, medical and cultural establishments, and improving the system of higher, secondary specialized and vocational-technical education, will stimulate the influx and stabilization of the population.

Organization of production on the basis of temporary duty and expeditionary temporary duty assignments is becoming a considerably important method of providing a work force for ZSNCK. At the beginning of 1983, 110,000 men were working under the first method, and about 90,000 under the second.

The basic advantage of the temporary duty method lies in the fact that it permits concentrating the production and the social infrastructure. As a result, capital investments for providing trade facilities can be reduced, since only production personnel are here, and not the members of their families. Additionally, there is increased possibility for efficiently redistributing labor resources.

But there are social limitations. In the first place, because of the remoteness of the production site from the settlement, the worker finds himself torn away from his family for a long period of time. And certain difficulties arise in the organization of leisure time. Secondly, the problems of living space, domestic and cultural services remain acute in the base communities themselves. Thus the temporary duty method does not resolve the basic conflict in the social development of the new territories: with the intra-regional distribution of resources, the population is hardly reduced at all, and the shortcomings in the social infrastructure are being overcome at a slow pace.

The essence of the expeditionary temporary duty method consists of the fact that the remote territories are developed by moving mobile subunits from the inhabited regions of the country, by means of regular rotation of shift personnel, to the production projects. The method is based primarily on inter-regional redistribution of labor resources. At the same time, the need for resettling people for permanent residence in base populated areas in the developing region disappears, and at the same time the number of permanent residents in the difficult natural and climatic conditions of the North declines, and the construction of costly civilian housing is reduced. And as a rule, problems of finding work for other members of the family do not arise.

The economic effect of the method is based on regional differences in expenditures for construction of similar objects. For example, the average cost of construction of one square meter of useful living space in 1981 amounted to 709 rubles in Novoe Urengoe; in Surgut, 339; and in Tyumen', 181 rubles. And here is where the problem of choice arises: to build one house in Novoe Urengoe, two in Surgut or four in Tyumen'.

Economic estimates have shown that expenditures for providing facilities for and acquiring a single shift-worker are significantly lower than under the traditional method of building a settlement at the site of the oil-gas deposit. In the development of the new regions this method permits economizing nearly 14.5 million rubles in the conditions of the Arctic, based on calculations per 1,000 men.

By virtue of extensive utilization of labor resources of other regions, the expeditionary organizations are staffed with highly-skilled cadres, which permits accelerating the industrial and social development of the region, and solves the problem of reducing personnel turnover as well, on a new basis. In spite of the necessity for frequent long-distance transfer of workers, the total expenditures for transportation turn out to be 750,000 rubles lower per year than under the temporary duty work method.

A key socio-economic problem of labor organization by the given method is the choice of a rational system of work and leisure. One has to take into consideration the fact that the workers must adapt to the extreme conditions of the natural environment; they must adapt to constant rotation of long periods of work and rest, with significant strains on their physical and nervous systems, working under a system of temporary duty with a great deal of intensive labor, in an autonomous collective with long-term separation from their home. Work and rest must be rotated according to a system which guarantees a normal state of health to those who stand the watch under severe conditions, which assures that they are fit for duty, and supports high labor productivity and labor efficiency on the whole.

One of the problems of organization of labor in West Siberia is the organization of the temporary duty and expeditionary temporary duty collectives: optimizing their numbers and their structure; discovering possible channels for replenishing them; and choosing workers who are suitable from a medical and socio-psychological point of view, for life under such conditions.

There is a certain set of requirements for organizing the collective of a temporary duty settlement. The workers must have good professional skills, and must possess the required qualifications. An all-male collective is organized for the temporary duty, in which people of various ages, production and personal interests, and levels of culture, are no longer living under their usual conditions: and they must get along with one another despite their own likes and dislikes. A person who has no family feels differently on temporary duty than one whose family is staying behind in the city, who cannot see them for several weeks. Various kinds of conflict situations are possible, which one must anticipate and forestall if possible when organizing the collective. The temporary duty workers must not simply be healthy, but also must be able to swiftly adapt to new and extreme conditions. Some people find it very difficult to change. For them, the change from the day to the night shift might lead to illness. Therefore, medical personnel do not recommend people older than 40 to work on the watch. Right now workers are recruited in a disorganized, free method, through the personnel departments. Because of the shortage of labor resources such recruiting, as a rule, leads to digression from the standard requirements for organizing labor collectives, and to instability.

Research has shown that migrants from the southern regions of Tyumen Oblast, from the Far East and the Urals become acclimated to the North best of all. The average amount of work experience of the workers who arrive from other regions of the country amounts to less than three years. Here we once again return to the problem of resolving the contradiction between the necessity for the most rapid development of the north of Tyumen Oblast and the still insufficiently developed social infrastructure.

Because of the shortage of living quarters, it is often necessary to stop recruiting new workers en masse, even though they are badly needed. And still the population growth rate in the cities and settlements in the complex far outstrips the rate of housing construction.

Today the entire nation is helping the people of Tyumen' overcome the lag in construction projects in the housing and domestic sphere. The measures taken on this question are very timely at the new stage of development of the country's fuel and power engineering base. New settlements are growing up, cities in the Ob' basin and in the gas-producing areas of the North are expanding. However, it is necessary to sharply increase civil construction in Tyumen' as well, in the city which supports thousands of construction workers, geologists, oil workers, and transport workers who work under the expeditionary temporary duty method, the scale of use of which will expand rapidly in the 11th and succeeding five year plans; for the scale of geological exploration, oil-field drilling and the associated facilities will spread to ever more remote fields.

Thus, the solution of the problem can be reduced to developing the available housing and services for social and domestic, medical and cultural support in the base cities, in Tyumen' and other more promising cities (Surgut, Novoe Urengoe, Noyabr'skiy). For work on the industrial projects and construction sites there should be mobile complexes with complete sets of units or mobile homes.

In the areas of the Middle Ob' Basin and the Arctic the traditional temporary duty or expeditionary temporary duty methods of development will be employed. In proportion to their movement to the North, the expeditionary temporary duty method will begin to be introduced more extensively, and in the Arctic it will be the basic method. The southern zones of West Siberia and other inhabited regions of the country will be used as bases for the development of the North. At the same time the southern cities of West Siberia in the areas of the Ob' Basin should be developed as support bases for the more northerly zones; the cities of the Middle Ob' Basin will be turned into base cities for the zone, but the development of cities in the Arctic as base cities should be limited.

In the course of developing the Middle Ob' Basin, the cities are combining the functions of support and base cities. Today this is the more promising route.

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LABOR

WOMEN'S WORK BENEFITS, PROBLEMS REVIEWED

Moscow PLANOVYE KHOZYAYSTVO in Russian No 12, Dec 83 pp 94-98

[Article by I. Bagrova, candidate of economic sciences: "The Use of Preferential Work Conditions for Women (Experience and Problems)"]

[Text] The Communist Party and the Soviet state pay a great deal of attention to improving the utilization of labor resources, including raising the social prestige of the working woman. The decisions of the 26th CPSU Congress outline as one of the important tasks of the country's economic and social development for 1981-1985 and for the period to 1990 the creation "...of the best conditions for combining motherhood with active participation of women in labor and public activity...."

For fuller involvement of able-bodied women in the public sector, keeping them there and easing their labor load, many enterprises and organizations are working on improving work and rest conditions and are searching for reserves for the purpose of provide more nonwork time for women who are mothers during difficult periods for the family. First and foremost this involves preferential work conditions at enterprises of light and of the local sector of industry. Thus for a long time Baltika Sewing Association, Kaluga Radio Tube Plant and the Tbilisi Factory imeni 1 May have been successfully providing women a labor regime involving partial worktime, while the Yaroslavl Druzhba Association, the Combine for Orenburg Handkerchiefs, Riga Combine for Labor at Home, Kiev City Local Industry Administration and others have been doing the same thing for work at home.

In 1981, a decree of the CPSU Central Committee and the USSR Council of Ministers "On Measures for Increasing State Aid to Families with Children" was adopted. It is aimed at further improving women's working and living conditions and the protection of motherhood and childhood. In it, provision is made in addition to other measures for mothers with children aged up to 12 years of age inclusively for the introduction in all sectors of industry and the public sector preferential work conditions: a partial workday and a partial work

1. "Materialy XXVI s"yezda KPSS" [Materials of the 26th CPSU Congress]. Moscow, Politizdat, 1981, p 136.

work with a flexible schedule for starting and finishing a shift under work at home conditions. Expansion of the use of the given benefits applies basically to those sectors of the economy where female labor is predominant, light, food and local sectors of industry, loans and insurance, education, trade and public dining, consumer services and others.

For the purpose of studying the practice of spread of preferential work conditions and determining the reasons withholding their broad granting to mothers with children of up to 12 years of age inclusively, in 1982 a mass survey of enterprises engaged in consumer services was held in five cities in Dnepropetrovskaya Oblast (Krivoy Rog, Nikopol, Ordzhonikidze, Zheltyye Vody and Dnepropetrovsk). These were factories engaged in indposhiv [individual sewing] and shoe, clothing and knitwear repairs, firms engaged in consumer services and consumer-service combines containing laundries, dry-cleaning and clothes-dyeing shops, tailoring, photography shops, hiring centers [prokatnyye punkty], barbershops and others. The surveyed enterprises all told employed about 8,000 persons of whom about 7,000 are women. Mothers with children of up to 12 years of age comprise 41-44 percent of the female personnel. The great majority of them (85 percent) are young women with one child.

The specific nature of the demand for the services and products of consumer-service enterprises and organizations consists of a concentration of users essentially for a few hours of the day (so-called peak hours) or of certain days of the week (principally Saturday and Sunday) and presents broad opportunities for attracting to work in this sphere nonworking women with young children and for the employment of preferential work conditions. However, the number of persons working under conditions of part-time work with a flexible schedule for starting and ending a shift or at home is insignificant, although these benefits could be used not only by mothers with children of up to the age of 12 inclusively but also by other persons of both sexes: pensioners by reason of old age or incapacitation, students of correspondence and evening educational institutions, man and women with enfeebled health and persons who have the necessity of constantly looking after disabled family members. Thus, according to data of Dnepropetrovskaya Oblast Consumer-Service Administration, the total number of persons in the oblast as a whole engaged in part-time consumer-service work is 321 (including 120 women of varying age and in a family situation); the number of persons engaged in working at home is 185 (including 150 women).

A similar picture is also to be observed at the surveyed enterprises, although the number of persons working for them at preferential work regimes has been markedly growing recently. Thus, whereas on 1 January 1981, it comprised 0.8 percent of the total number of the personnel, by 1982--the figure was already 1.3 percent (among whom 80 percent consisted of women). The group of mothers with children of up to the age of 12 inclusively and enjoying preferential work conditions is not large at the surveyed enterprises, but their number increased 44 percent over the year.

The question of the duration of work by women at preferential work conditions is of no small interest with respect to improving labor organization at consumer-service enterprises. A survey of 22 mothers with children of up to 12 years of

age inclusively, who are taking advantage of this benefit, showed that among them practically no one plans to return to regular working conditions before the lapse of a year; 36 percent of those surveyed planned to work for 3 years under the preferential conditions, 27 percent from 3 to 5 years and 32 percent for more than 5 years. Approximately only one-third of the mothers is considering short-time use of the benefit granted by the state, while the great majority consider a long-term change of working conditions as a necessary condition of employment in the public sector. This should be taken into account both in current and in long-term planning.

The aforesaid insignificant number of female workers utilizing the indicated benefit at the surveyed enterprises does not completely show the need for changing the work regime. A survey of 153 mother with children of up to 12 years of age (100 percent of whom were at their workplaces on the days of the survey) showed that 32 percent of them wish to transfer to the preferential work conditions. These are essentially mothers with two or more children (65 percent). All of them are mass-vocation workers: knitters, winders and needleworkers in a knitwear shop; shoemakers engaged in making footwear at shops belonging to city consumer-service combines; tailors, cutters, seamstresses and needleworkers in clothing shops and in the sewing shops of city consumer-service combines; hairdressers (operators for men and ladies) and manicurists in barbershops; workers engaged in many other occupations. They mentioned their wish to transfer primarily to work with a partial workday (with a 4-6-hour long shift) and with a flexible schedule for beginning and ending the shift (with a "give" in the time of arrival and departure of an interval of $\pm 0.5-1.0$ hour).

The disclosed lag of the actual scale of granting of given labor regimes behind the desired from the point of view of the aforesaid group of female workers has a number of reasons. First of all, the actual possibility of transfer to such work conditions is not studied sufficiently widely. Only at some enterprises is consideration given to this at trade-union meetings, on wall newspapers and in individual talks with female workers. At practically all enterprises, transfer of women to the preferential labor regime is decided in an individual, unplanned manner and is frequently considered as undesirable for the collective.

For the purpose of evaluating the real possibilities of expanding granting of preferential labor regimes to mothers within the system of consumer services, a survey was conducted of 18 heads of large enterprises in the oblast (directors, their deputies and chief engineers). The undoubted practicability of granting the said benefits without damage to production was pointed out by 39 percent of the surveyed officials and practicability "for some occupations" -- by 17 percent. The fact that transfer of female workers to such work regimes does not require reorganization of production was acknowledged by 55 percent of the officials.

At the time of the survey, other objective reasons were disclosed holding back expansion of the sphere of application of the preferential labor regimes. In the opinion of many of the surveyed officials, they include: insufficiency of equipment and production areas; possible curtailment of scope of services to the population or time of serving; the established method of excluding

workers from regimes with a short workday or a short work week and persons working at home from among personnel in calculations of labor productivity (which somewhat boosts the level of an indicator for the enterprise and upon the return of female workers to the regular work regime results in a more strenuous plan); the existence of the brigade form of labor organization among basic production workers; lack of instructive-methodological materials for calculating coefficients of labor participation of female workers enjoying preferential labor regimes in complex brigades and of normative regulations on half-shift brigades and others.

The pertinency of resolving the said question in a centralized way is dictated by the demands of life, as the need of using preferential labor regimes solely for the said group of mothers exceeds seven-fold the actual scale according to our calculations. This was also confirmed in the survey of the officials. According to their estimates, the need for transfer to preferential labor regimes exists on the average among 8 percent of the personnel (computed for both sexes) and among women--approximately 9 percent. About 70 percent of them would have preferred a regime with a short workday (from 4 to 6 hours in duration) and up to 12 percent--a flexible schedule for starting and ending a shift; a small proportion of the women would eagerly transfer to a regime with a short work week--with an additional (preferential) nonwork day on Saturdays.

In our view, the disclosed reasons and unsolved questions holding back the expansion of preferential labor regimes at consumer-service enterprises are also typical of other sectors widely employing female labor, for example, the footwear, sewing and knitwear sectors of light industry.

The survey of the officials of consumer services disclosed a need for conducting among them a certain amount of explanatory work on the advantageousness for raising the efficiency of production through the creation of conditions making it possible to provide without difficulties for women with children of up to the age of 12 inclusively preferential labor conditions. For this reason ministries and departments should systematically disseminate the accumulated experience of many years of enterprises of a number of sectors in this oblast. The employment of preferential labor conditions helps to reduce cadre turnover and contributes to additional production output and to the fulfillment of an extra volume of services, growth of average hourly output by the persons employed on a regime with a short workday compared to persons working a full day. It also contributes to improved use of worktime during the course of a shift among those transferred to a flexible schedule and short workday, a maximal load of production equipment, additional involvement in the public sector of a portion of the unemployed population, reduction of the overall labor load among women with children, cutting down of neuro-psychic tension and stresses connected with the solution of a number of family and life problems and transportation difficulties with the existence of a rigidly controlled workday limits, reduction of so-called transportation fatigue with reduction of the number of workdays per week, improved relations in the collective and so on.²

2. For more detail, see: PLANOVYE KHOZYAYSTVO, No 5, 1978, p 34 and No 12, p 61; RABOTNITSA, No 10, 1979, pp 18-19; EKONOMICHESKIYE NAUKI, No 9, 1979, p 45;

The objective necessity has arrived for transforming the process of developing the sphere of application of female labor with preferential conditions into one regulated on a planned basis and coordinated and controlled by the joint efforts of sectorial and regional administrative organs--republic gosplans and state committees for labor and social problems and sectorial ministries and departments

For the purpose of performing these functions of administration, quite sound information is required. At the present time, materials of the 1979 All-Union Census of the Population can be used as such (true, with certain qualifications). Thus it was possible to determine on their basis that for a number of industrially developed cities in Dnepropetrovsk Oblast about 4 percent of the women engaged in housekeeping and private farming are willing to work in the public sector given the condition of working a short workday.

Taking into consideration the great social-economic importance of creating a sufficient number of constantly functioning workplaces with preferential labor conditions in the public sector, it would appear necessary to include several additional questions in the programs of future all-union population censuses for the sake of obtaining objective information on the need of the female population for this form of benefits. Thus for mothers with children of up to the age of 12 inclusively engaged in housekeeping and private subsidiary farming, today the question asked about conditions under which they could work in the public sector should be concretized on the basis of types of preferential regimes: in the case of offering work under conditions of a short workday, a short work week, a flexible schedule of beginning and ending a shift or working at home.

Women of these group, working in the public sector, should answer whether the labor regime existing at this time satisfies them. Those who are not satisfied should be asked additional questions: to what preferential work regimes they wish to transfer (at the present time, next year or in the more remote future)--with a short workday, short work week, with a flexible schedule of work, at home and for how long?

The grouping of the questions of surveyed mothers (employed or not employed in the public sector) should be made on the basis of types of preferential labor regimes; according to duration of work at a preferential work regime planned by the family; according to age of children. Such a plan of preparation of census materials will make it possible not only to determine the full need of

VOPROSY EKONOMIKI, No 6, 1979, p 134; SOTSIOLOGICHESKIYE ISSLEDOVANIYA, No 2, 1979, pp 90-91; SOTSIALISTICHESKAYA INDUSTRIYA, 9 December 1979; SOTSIALISTICHESKAYA INDUSTRIYA, 7 October 1980; SOTSIALISTICHESKIY TRUD, No 10, 1981, p 93; SOTSIALISTICHESKIY TRUD, No 10, 1982, pp 115-116; EKO, No 11, 1981, pp 137-140 and others.

women for preferential labor conditions (by types) but also to realistically plan and establish in sectors and residential areas the necessary number of workplaces for working at home, under conditions of a short worktime, with a flexible schedule and also to make the necessary corrections in the development of the network of children's preschool institutions.

It is also necessary to provide material-technical and organizational conditions in the region for realizing the need of women for preferential work conditions. The practical accomplishment of this task should be made the direct responsibility of ministries and departments. The solution of the following questions would be effective where it is based on the special features of a sector:

to compile sectorial lists of workplaces and occupations where specific preferential labor conditions are possible and most feasible;

to work out measures for improving production processes and improving the organization of production for the purpose of making it easier to establish sectors (shops) where such labor regimes are used (first of all "half-shifts," additional days off and others);

to acquire and allocate to specific enterprises small-sized equipment for work at home and additional equipment for fitting out special sectors and shops that have been newly established for conditions of preferential labor;

to develop instructive-methodological materials on carrying out systematic reorganization of the operation of individual sectors in the production process, vocational retraining and upgrading the qualifications of female workers preparing themselves to transfer to a preferential labor regime, establishing accounting of their number and improving the planning of labor productivity for enterprises widely using preferential labor regimes.

Management together with trade-union organizations of enterprises employing female labor on a wide scale should compile (quarterly supplemented in the future) lists of female workers of a given category as well as of women on maternity leave and preparing for them. It should be determined whether they are planning for this or subsequent years to make use of a preferential labor regime, which in particular and aimed at what time period. Then the planning department of the enterprise (organization) will be able to prepare a sufficiently precise plan of introducing workplaces with specific forms of preferential labor regimes for a five-year period broken down by years. In such a case, it would be necessary to ensure complete manning of brigades, sectors, shops and individual workplaces transferred to such a labor regime with qualified manpower.

It would be useful to include these and other interrelated measures in plans of economic and social development of enterprises, organizations, associations and ministries and cities and oblasts for subsequent control in the sectorial and regional aspect.

The coordination of sectorial and regional plans of the sphere of application of the labor of women with children of up to 12 years of age inclusively enjoying

preferential conditions creates the need for a certain improvement in statistical reporting. Thus the report of an enterprise on labor should include a breakdown of the number of workers enjoying various kinds of preferential labor conditions with separate listing of this category of women in each group ("including"). The reporting of city and rayon bureaus for information and labor placement of the population of republic state committees for labor and social problems and labor departments of oblast soviets of people's deputies should be similarly revised.

The employment of the presented indicators in the sectorial and regional aspect in reporting and planning of further development will make it possible to compare in each concrete period the actually attained size of the sphere of application of labor at preferential conditions for mothers with children of up to the age of 12 inclusively with requirements and to determine the need and scale of change (for the present and for the future) of this sphere according to individual sectors, regions and enterprises in accordance with the established requirement for women.

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LABOR

IDEAL AGRICULTURAL ENTERPRISE MANAGER PROFILED

Moscow EKONOMIKA SEL'SKOGO KHOZYAYSTVA in Russian No 11, Nov 83 pp 18-22

[Article by N. Trusevich: "Effect of Length of Service and Age of the Head of a Farm on the Effectiveness of Managerial Work"]

[Text] At the present stage of development of socialist agriculture, the role of managerial cadres is significantly growing. Intensification of all sectors of agriculture, its conversion to an industrial basis and the use of progressive methods and means of intensive operation of production--all this requires that specialists of high qualifications manage agricultural production.

The May (1982) Plenum of the CPSU Central Committee devoted a great deal of attention to this question. In the USSR Food Program for the Period to 1990 approved by it, an objective was set to strengthen all sectors of kolkhoz and sovkhoz production with well trained executives, specialists and mass vocation cadres and to provide for the further upgrading of their qualifications. The plenum approved a number of decrees of the CPSU Central Committee and the USSR Council of Ministers, including the decree "On Further Strengthening Kolkhozes and Sovkhozes with Supervisory Cadres and Specialists and Increasing Their Role and Responsibility in the Development of Agricultural Production." It is pointed out in this important document that at the present time kolkhozes and sovkhozes are essentially headed by experienced, competent and professionally trained people, who are capable organizers of production and educators of labor collectives. But there are still many executives and specialists who are slow in reorganizing work. They inadequately mobilize internal reserves and resources, manage the farm in the old way with obsolete methods and are content with what has been attained.

What should the head of an agricultural enterprise today be like?

The specific sphere of labor--management of production--is in need of people, not only those with a higher education but also possessing a broad general outlook, high organizational abilities and moral qualities.

In our opinion, a specialist immediately on graduating from an institute cannot be a good administrator. The administrator is not a profession but a position. In order to occupy it, one must develop his own personal qualities and prove

in practice his ability to meet the chief requirements made on a worker of this category. Every head of a farm, before becoming one, has been engaged for some time in his professional activity, has carried out the instructions of his supervisors and become acquainted with the science of management. The question logically arises: how much time is needed for a specialist who has begun his work activity following completion of an institute to become the head of farm? Or putting it another way: at what optimal age should such a specialist be appointed to the position of head of a farm?

Accuracy of the answer to such a question largely determines the rightness of selecting a candidate for the managerial position and therefore the quality of management of production, especially in the first years of work by the manager. If haste be allowed to enter in the appointment of a specialist who has not undergone full practical training, then he is obliged to complete it after he becomes the manager. Lateness in appointment to a managerial position is also manifestly undesirable. First, because in such a case society is using a specialist for a certain time not in the full measure of his capacities and, second, a specialist, who understands that he can be of great benefit to the position of manager, but is not occupying the position and people do not notice this, loses initiative and reduces his creative activity. In both cases, the deviation from the optimal variant has a negative effect on the work activity of cadres and ultimately on the results of production.

In order to answer the question propounded above, it would be useful to compare the effectiveness levels of the work of the head of a farm starting this work at a different age and to establish thereby the optimal age for appointing a specialist to the managerial position.

The effectiveness of labor or production can be expressed with the indicator of reimbursement of outlays. Such an indicator as gross income per 100 rubles of production outlays reflects the effectiveness not only of managerial labor but also the use of all resources. In order to exclude the influence of objective factors (quality of land, labor and capital availability and others) and to take into account the influence of the subjective factor (in the given case managerial labor), we have adopted the indicator of growth of reimbursement of outlays, that is, growth of gross income per 100 rubles of production outlays. Actually, for each ruble invested in production to provide a bigger return than in the preceding time period in the form of gross income, the manager would have to apply more effort, knowledge and ability, that is, the labor that he expends would have to be of a higher quality.

As our investigations have shown, growth of gross income per 100 rubles of production outlays is not influenced by quality of land, labor and capital availability or by farm specialization (see: *EKONOMIKA SEL'SKOGO KHOZYAYSTVA*, No 8, 1981, p 28). This growth depends solely on the initial (base) level of reimbursement of outlays. For this reason, the computed size of change in the level of reimbursement of outlays is compared with the actual size, with the difference between these values determining the degree of effectiveness of the labor of managerial personnel.

Thus by comparing indicators of effectiveness of managerial level in different age groups reflecting the initial and subsequent time periods of the work of a specialist in the position of head of a farm, it is possible to determine the optimal age in which his work is most effective and in which he should be transferred to the position of head of a farm. An obligatory condition in the study of a connection between the aforesaid indicator is sameness of length of service for the appraised period.

For the investigation, we took data for farms of Belorussian SSR whose managers were appointed or chosen for this position during the course of 1974-1976. Evaluation of managerial labor was done on the basis of indicators of reimbursement outlays averaged for the first 3 years of work of managers of farms occupying the position (actual level) and compared with the same indicators for the same farms for the preceding 3 years (base level). The age of the heads of the farms upon their appointment (selection) to this position was used as the classification feature. The results of the classification are presented in Table 1.

Table 1. Age of a Farm Manager Upon Appointment to This Position and Effectiveness of Managerial Labor

Groups of farm managers according to age at which they assumed this position, number of years	Number of farm managers in group	Gross income per 100 rubles of labor outlays, rubles				
		base level	actual level	deviation of actual from base level (average annual size)	calculated size of deviation of actual from base level	deviation of calculated from actual size
Under 35	17	50.3	44.8	-2.7	-0.5	-2.2
35-40	14	55.1	51.7	-1.7	-1.9	0.2
Over 40	17	53.0	49.0	-2.0	-1.3	-0.7

Analysis of this table's data shows that the most optimal age for appointing a specialist to the position of manager of a farm is 35-40 (second group). In reduction of reimbursement outlays versus the base level in all the analyzed groups, the heads of farms of the second group showed the smallest reduction although the base level in this group was higher than in the other two groups.

More detailed studies based on inclusion of subgroups in the analyzed age groups also confirmed the conclusion that work efficiency is higher on those farms where the managers occupied this position at the age of 35-40. The age of 30-35 is close to the optimal age during which specialists may be appointed to the position of manager. This makes it possible to conclude that in practical work it is useful to promote to the position of heads of farms specialists of 30-40 years of age. It should be noted that exceptions can exist to this rule as to any other, that is, it is possible to appoint specialists who are younger than 30 or older than 40 years of age. But in all cases, to first study with special care a person's practical preparation for independent work, personal qualities and the ability to work with people. In order

to secure from the performers active work activity, it is necessary to reach each one and to be able not only to explain but also to convince and make an ally of him in the solution of a set task. For this reason, the manager must be a fine psychologist. All these qualities are not attained at once but only in the course of long practice. Even when a person has the ability of penetrating into the souls of others, the ability even in that case must still be developed, which takes years.

Furthermore, the complexity of agricultural production does not permit one to come to know all its sides in 2-3 years. A specialist requires several years for the perfecting of his professional skill. At the same time, he must learn to solve problems relating to the economics, organization and management of production. For this reason, for a real manager to be formed it frequently takes 10 years or more.

The optimal age of a specialist that can be appointed to the position of manager should coincide with the age when a man's active creative activity begins so that his abilities can be used to the maximum degree. According to the findings of psychologist G. Leman, the culminating period of a person's scientific creativity occurs at 35-45 years of age. As F.V. Zinovyev points out, this age attests to the existence of a certain life and work experience, inasmuch as the art of management is not given at birth but comes with practice. At the age of 30 a person is inclined to make creative but at times risky decisions. At 50, he thinks more carefully concerning decisions and actions and often selects from proposed decisions rather than working them out independently (see: F.V. Zinovyev, "Metody raboty direktora sovkhoza" [Work Methods of a Sovkhoz Director]. Moscow, 1975, p 9).

Thus the opinion of a number of investigators and the results obtained by us coincide: the beginning of a person's active creative activity begins at that age which we consider optimal for appointing a specialist to a managerial position.

The correctness of the conclusions presented above are also confirmed by the results of study of the relation of the age of a manager to the efficiency of his work (an analysis was conducted on 1980 data of more than 200 of the republic's farms): among the group of farms with the highest effectiveness of managerial work, the number of their managers under 40 years of age was 27 percent, those 40-50 years of age--52.5 percent and those over 50--20.5 percent of their total number. In the group of farms with the lowest effectiveness of managerial work, the figures were respectively 44.5, 40 and 25.5 percent. These data point to the fact that an increase in the proportion of young specialists in positions of farm heads, the effectiveness of managerial work drops in the total number of managerial personnel. A rational combination of the age makeup of managers makes it possible to most optimally utilize their resources.

It is impossible to have managers solely with optimal length of service in this position, inasmuch as the process of selection and placement of cadres is dynamic. We should not be carried away by frequent replacement of managers and make their composition younger to critical limits. At the same time, not every manager around 60 or higher is characterized by that enthusiasm, state

of health, optimism and other qualities which a manager must possess. Some managers are removed from managerial personnel prior to reaching pensioners' age not only by reason of state of health but also because of loss of pointedness of action, conservatism and "obsolescence."

Apparently 30-40 years of age is optimal for the appointment of a specialist to the position of farm manager and 40-50 years of age for continuing work in this position as in this period creativity and actions are best combined. At this age, the specialist already has life experience; he has encountered various kinds of situations and, as they say, he has become tempered. His risks are well thought out, and he is capable of thinking creatively and not only selecting from proposals but also independently making decisions.

In addition to age, effectiveness of managerial labor is determined to a certain extent by length of service in the position of manager (Table 2, 1977-1979 data for farms in Belorussian SSR). It can be seen from these data that reimbursement of production outlays accompanied by a reduction compared to its base level was retained in the majority of the analyzed groups of farms at the base level or exceeded it only in that group of farms where their managers had a sufficiently long length of service in this position (15-20 years) and where their age on the average was 47.5 years. Among the group of farms where

Table 2. Length of Service in Position of Farm Manager and Effectiveness of Managerial Labor

Groups of farms according to length of service of their managers in this position, number of years	Number of farms in group	Average age of farm manager, number of years	Gross income per 100 rubles of production outlays, rubles				
			base level	actual level	deviation of actual from base level (average annual size)	calculated size of deviation of actual from base level	deviation of calculated from actual size
Under 3	12	34.5	48.4	42.7	-2.8	0.1	-2.7
3-5	48	38.0	52.6	48.0	-2.3	-1.2	-1.1
6-10	35	42.5	56.6	51.2	-2.7	-2.3	-0.4
11-15	20	47.0	56.5	50.1	-3.2	-2.3	-0.9
16-20	8	47.5	50.1	51.3	0.1	-0.5	0.6
Over 20	10	56.0	56.3	48.9	-3.7	-2.3	-1.4

their managers were younger (under 35 years of age) and with a short length of service in this position (less than 3 years), a significant reduction of the level of reimbursement of outlays compared to its base level were allowed to occur and the actual size of the change in reimbursement of outlays compared to the calculated amount was much bigger than in the other groups. These indicators were no better in the group of farms whose managers have worked in this position for more than 20 years and their age is already outside the limits of optimal creative activity.

Managers with a short length of service in this position as a rule are short on experience and spend a great deal of time familiarizing themselves with the farm and with the collective. They do not always make timely decisions with the necessary effectiveness, more slowly set up a system of production management and so on. Managers with a length of service of more than 20 years in this position are people of essentially older age and not everyone of them has retained, as pointed out above, the qualities needed for this category of personnel. As a result, there is an ongoing reduction of their working capacity and productiveness of managerial labor, which has a negative effect on the results of production.

In studying the influence of length of service on effectiveness of managerial labor by the head of an enterprise, we cannot but help point out a certain contradictoriness in this matter. On the one hand, experience is accumulated with extension of length of service, knowledge is acquired, skills and abilities are developed, and in this connection the capabilities of the manager become deeper and higher productivity of his labor is attained. On the other hand, a manager who has been for a long time in this position at one and the same farm frequently exhausts his energy reserves, loses initiative and becomes dogmatic in his convictions. He does not notice defects and is satisfied with what has been achieved. Such managers do not enrich the style of leadership with new effective methods; they transform creativity into routine, cliches. The people become accustomed to his style of leadership, and this reduces the manager's power of influence and consequently the effectiveness of managerial work. Naturally, this type of phenomenon does not happen to everyone. Man is an individualist.

The contradictoriness of the effect of length of service. On the one hand, a person who fulfills one and the same functions for an extended period of time acquires skills which contribute to raising the quality of his work; on the other hand, the monotony of the operations and of the surrounding situation dampen, as it were, reaction and reduce the level of its acuteness, and this effects negatively the effectiveness of the manager's work.

It evidently has become necessary for a more detailed analysis of the upswing and downswing in the work of every manager, their correct evaluation and use of stimulating influence. It may happen that the manager of a farm has worked for 10 years, everything has gone well and then the farm begins to lag. Possibly, in this variant "aging" of the manager has started. If he were to be used on another farm in the same position, then the new surroundings might possibly contribute to his "rejuvenation." Tremendous experience in supervisory work, new conditions, adequacy of strength and energy might again light the flame of labor activity and then the capabilities of an experienced manager would again for a certain time serve for the benefit of society.

Of course, not every manager should be handled in a comparable manner. For some, a 10-year length of service is the culminating period for this work and for others it is a period of decline that can be reduced by increasing control over their activity and so on. There are many ways and each individuality has its own way. One thing cannot be doubted: length of service must be taken into account in moral and material incentives. Each manager should know in advance what indicators deserve to be rewarded.

In our opinion, raising of pay must be tied in to length of service via an evaluation of the effectiveness of managerial labor and not solely on the length of service at a given farm or on the total length of service. There can be no argument that raising pay for length of service, especially at a single enterprise plays a definite role--it contributes to the retention of cadres. But this applies more to the rewarding of performers (possibly even specialists) but less to the rewarding of farm managers. Only that manager should receive an addition to his pay for length of service who, on the basis of production capabilities, has ensured necessary growth of production output with optimal expenditure of funds and other resources.

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LABOR

LEGAL EXPERT ANSWERS QUESTIONS ON LABOR BOOKS

Moscow KHOZYAYSTVO I PRAVO in Russian No 10, Oct 83 pp 63-66

[Article by Candidate of Juridical Sciences L. Lipen, docent of the Department of Soviet Law, Belorussian State Institute of National Economy imeni V.V. Kuybyshev: "The Worker's Labor Book and Its Arrangement"]

[Text] In accordance with the USSR Law on Labor Collectives and Enhancement of Their Role in Management of Enterprises, Institutions and Organizations, the labor collective is the basic cell of socialist society. Successful development of the collective is determined by a number of factors, particularly by the moral climate, which largely depends on unswerving observance of socialist legality in labor relations on the part of management. A correct indication of work performed is of great importance here.

At the same time, the arrangement of labor books raises a number of questions that require normative regulation.

1. Indication of working conditions in labor book. At one of the metalworking enterprises in Minsk, a group of painters engaged in work with nitro paints and nitro varnishes turned to management with the request to make an entry in their labor books concerning their working conditions since work with nitro paints and nitro varnishes provides the right to a preferential pension according to List No 2. Management refused to satisfy their request, motivated by the fact that the insertion of entries on working conditions contradicts the Instruction on the Manner of Maintaining Labor Books at Enterprises, Institutions and Organizations.

In accordance with point 23 of the Instruction information concerning work should be entered in the following manner. In paragraph 3, it is written: hired or placed in the proper shop or department for a certain position or work with indication of the category of work. Entry on the designation of work or position for which the worker was hired is carried out:

--for workers in conformance with designation of occupations indicated in the Unified Rate-Qualification Manual of Work and Occupations of Workers of the USSR National Economy;

--for employes in conformance with designation of positions indicated in the Unified Nomenclature of Positions or in accordance with staff schedule.

The said Instruction says nothing about inserting in labor books indications of working conditions. Therefore the management was right in refusing to satisfy the workers' request. At the same time, how can a worker confirm his length of service under harmful conditions for securing a preferential pension?

Practice has taken the following route. For the purpose of confirming the character of work and working conditions by social-security organs, so-called closed information is used, that is additional information rendering more precise the information of management on the character of actually performed work or working conditions. Such information is issued by the enterprise in the presence of appropriate document (orders on assigning workers to sectors, equipment, data on the character of equipment which the worker uses and so on).

In our view, such a practice is in no way justified. From the time of beginning work in an occupation giving the right to a preferential pension to the time of creation of this right, 10-15 years pass by (and in some cases where a worker, having worked the necessary length of time has reached his pension age and more). By the time of arrangement of the pension, a part of the documents confirming the character of the work could have been lost. This especially applies to documents on assignment of workers to sectors and equipment, which as a rule is done in orders and instructions not by the head of the enterprise but by the shop chief. Record keeping at shops is not always properly organized, and strict accounting of the instructions of shop chiefs is not always done. For this reason, cases are frequent where a worker with the length of service required for obtaining a preferential pension is unable to documentarily confirm this. Over the course of an extended period of time, both managers and performers may be changed. But the worker's documents nowhere contain data on working conditions.

It is also difficult to find documents characterizing data on equipment to which a worker was assigned. For example, the management of the Minsk Computer Equipment Plant has been obliged several times to do over "closed" information and to take from the archives documents on ten-year old processes in order to arrange a preferential pension for a female worker. Length of service was established solely due to the fact that the chief technologist remembered well what technical processes were used in manufacturing products many years ago.

Conflicts arise not only because of loss of documents but also for other reasons. For example, a female worker was registered as a dresser without any indication of the conditions of work. Actually her work involved the use of nitro dyes and organic solvents, which gave her the right to a pension on the basis of List No 2. For several years prior to the pension, the technology of working leather had been changed at the plant. The female worker, remaining in her former job and performing the former worker as a dresser, but now using other solvents lost the right to the preferential pension. No one had warned

her about this. As a result there took place a conflict involving more than a year and involved numerous departments.

The presented examples and analysis of the problem touched upon permits making the conclusion that the Instruction on the Manner of Maintaining Labor Books should be supplemented by the obligation of management to inscribe in labor books of workers and employees not only the designation of occupations and positions but also working conditions giving the right to a preferential pension.

2. Working conditions and benefits of workers. Working conditions are not only important for the arrangement of a preferential pension that is designated for those workers whose occupations and positions are given in Lists No 1 and No 2. Occupations involving harmful conditions exist, and employment in them gives the right to other benefits--a shortened workday, additional vacation, higher pay, receiving of special nutrition, milk and the like. The indication of this conditions in the order for the enterprises and incorporation in the labor book play an important role in observance of socialist legality and guarantee of the rights of workers and employees.

For example, a grinder-finisher of radio parts engaged in dry grinding with abrasive disks has an additional leave of 12 workdays,⁴ but in grinding with the wet method such benefits are not provided. A cutter of glass items engaged in cutting with the dry method receives an additional leave of 12 workdays,⁵ but in cutting with another method, he cannot take advantage of these benefits.

Mistakes are particularly easily made in the determination of benefits of fitters-sanitary technicians. Conflicts in this regard were found, for example, at Granat Scientific-Production Association and Gorizont Production Association (Minsk). A fitter-sanitary technician, who is constantly employed in servicing underground heat pipes and drains (surveillance and repair) gets 6 workdays of additional leave,⁶ while workers (who are also called fitters-sanitary technicians) engaged in the servicing, cleaning and repair of industrial sewerage systems and traps have the right to additional leave in the amount of 12 workdays because of harmful work conditions. At the same time, in accordance with orders on inclusion of said workers, all of them are simply fitters-sanitary technicians.

For this reason, mistakes in granting of benefits and conflicts occur. This is why in legislation (the labor codes of union republic and Standard Rules of Internal Labor Arrangement), it is advantageous to include a norm obliging management in the order on work enrollment or transfer to other work to indicate the working conditions for a specific worker and to make an appropriate entry in his labor book. Observance of the rights of workers and employees will contribute to improving the legislation in this direction.

3. Arrangement of reorganization of subdivisions. At one of the plants in Minsk, management, for the purpose of more effective labor organization, adopted a decision on transferring an entire group of loading workers from one subdivision to another. One of the workers refused the transfer. Despite the fact that neither wages, nor the bonus system, nor other essential labor

conditions had changed, this loading worker refused to work in another department. What should management do in this case?

In accordance with Article 25 of the RSFSR Labor Code and corresponding articles of other union republics and while taking into consideration the explanations of the plenums of the USSR and the RSFSR Supreme Court, transfer to other permanent work at the same enterprise, institution or organization is permitted only with the consent of the worker or employee. It is not considered a transfer to other work where a worker or employee is shifted to another workplace at the same enterprise, institution or organization without a change in the specialty, position, size of earnings, benefits, advantages or other significant working conditions.

But such questions remained outside the limits of regulation as transfer of all the workers of several sectors (shops, departments) with their unification into one (or in the case of their separation). In the given situation, a worker or employee, continuing to perform his functions, frequently remains at the same workplace, and the only thing changed is whom he is under. The question arises: is it a transfer [perevod] or a shift [peremeshcheniye]? The judicial Collegium for Civil Cases of the USSR Supreme Court, in answering questions of courts and organizations pertaining to the use of labor legislation, explained: if in concluding a labor agreement, performance of work in a certain department or organizational subdivision it was so stipulated, then transfer to another subdivision would require the consent of the worker, inasmuch as in such a case the conditions of the labor agreement would be changed.⁸ This principle is undoubtedly used if the question is raised of transfer relating to one-two workers. But if, for example, a laboratory has been an independent organizational subdivision and it is being placed under a shop or a department (buro) was in one division and because of a change in the functions of the latter is it necessary to make it part of another division or to unite it with another department? Would the consent of the worker be needed in this case?

On the one hand, the organizational subdivision in which the work was specified in the conclusion of the labor agreement changes for the worker. And from this point of view the transfer can take place only with his consent. On the other hand, the function of each worker does not change (a lathe operator remains a lathe operator, an engineer--an engineer), they continue to perform the same group of duties; wages, wage rates, sizes of bonuses and other significant conditions of labor remain as before. Only the head of the subdivision changes, for which reason it appears that the consent of the worker is not necessary.

What does one do with a worker who refuses to be transferred to another subdivision of the same enterprise (as in the presented example)? In our view, this problem should be solved in the following manner. In the described situation there is no transfer as such. Nor is there a shifting of the worker. Only the organizational subordination of the subdivision changes. This signifies that this fact should be so stated in the order. It will look, for example, as follows: "The Department of Startup and Adjustment Work includes in its makeup installation and assembly shops. The workers of the department

are henceforward to be considered workers of the shop" or "Department No 25 to be removed from subordination to Division No 1 and be included as part of Division No 2."

The entry in the labor book should not only show the transfer of the worker but also note the fact of the reorganization. For example, "The Department of Startup and Adjustment Work is included as part of the installation and assembly shop" or "Department No 25 is included as part of Division No 2." In the case of reorganization of a laboratory or sector into a shop or department, the workers at the laboratory should not be transferred, but there should be recorded in the order or labor book that such a department (laboratory, section) has been reorganized into another organizational unit.

Such a solution of the question significantly eases the work of the personnel departments of all enterprises and eliminates nervousness among the collective in the carrying out of the reorganization of the unit. Furthermore, the labor book will attest that the worker has not been repeatedly transferring from subdivision to subdivision but that a reorganization has taken place.

4. Familiarizing workers with notations in labor book. In accordance with point 14 of the Instruction on the Manner of Maintaining Labor Books for each entry made on the basis of an order (instruction) in the labor book (insert) on hiring for work, transfers to other permanent work or firing, management is obliged to familiarize the owner of this book (insert) signed for on the personal card (standard form No T-2, established by the USSR Central Statistical Administration), which must contain an exact repetition of the entry from the labor book (insert). The familiarization of the worker with entries in his labor book is of great importance. First, the worker knows in which occupation, specialty, position or category he is registered. Second, in case of an incorrect entry of a notation, this can be immediately changed and made to agree with the actually performed work.

For example, at one of the production associations in the city of Minsk, an inspector of the department of technical control was transformed with his consent by means of an order from a hot sector of work to another. But for some reason or other, the order was not fulfilled. A second order on transferring him to the hot sector (that is, to where he worked formerly and actually continued to work without interruption) was issued after a lapse of 2 years. When the question arose of designation of a preferential pension, the social-security organs excluded these two years from his length of service for the preferential pension, since the testimony that he worked under harmful conditions was not taken for confirmation of the preferential length of service. On the basis of the order and of the entry in the labor book, it would appear that he worked in a sector also with harmful conditions but at work that did not give the right to a preferential pension. The question of the inaccuracy of the entry in the labor book arose only 5 years later at the time of its insertion.

In the presented example, the worker was subsequently restored the preferential length of service due to accidentally preserved papers on rejects signed by him and because of an order on punishing the workers for the defective output. The fact that the papers on the defective output were preserved is an accident. Had these papers not existed, the length of service would not have been restored.

While having made it necessary for management to familiarize workers with entries in work books and pointed out that this must be done on the card of form No T-2, the lawmaker did not specify in what column of the card this notation should be entered. At the same time, the indicated card contains no special column for a signature in attestation of it being made known. Other columns are crowded with data and there is simply no place for any notation of it being made known. For this reason, at some enterprises workers in general are simply not acquainted with the entries in their labor books or pieces of simple pieces of paper are glued directly in the labor book on which the worker signs. But as to what he is acquainted with, this remains unknown.

Analysis of legislation and the practical work of its application permits making the conclusion that the process of acquainting workers with entries in their labor book must be straightened out. It would seem that for this the card of form No T-2 should be changed and that a column be provided in it where opposite each entry (repeated from the labor book), it would be possible to affix a signature of being familiarized with it. This would straighten out the work of personnel departments, eliminate lack of clarity in their work, make it possible to forestall a number of conflict situations connected with notations in labor books and contribute to protection of the rights of workers and employees and strengthening of labor collectives.

FOOTNOTES

1. List No 2 of production facilities, shops, occupations and positions where work gives the right to a state pension at preferential conditions and at preferential sizes.
2. Approved by the State Committee for Labor on 20 June 1973 with the agreement of AUCCTU.--CZAOT, 1977, p 105-114. Subsequently--the Instruction.
3. Zaytsev, E. And Udofichenko, V., "Profaktivu o l'gotnom pensionnom obespechenii" [For Vocational Aktiv on Preferential Pension Provision]. Moscow, Profizdat, 1973, pp 16-18.
4. "List of Production Facilities, Shops, Occupations and Positions with Harmful Conditions of Labor, Work in Which Gives the Right to Additional Leave and a Reduced Work Day, Approved by the State Committee for Labor and the AUCTTU 1 November 1977." Moscow, "Ekonomika", 1975, Section XVII, paragraph 140.
5. Ibidem, Section XXIII, paragraph 64.
6. Ibidem, Section XLIII, paragraph 198.
7. Ibidem, Section XLIII, paragraph 171.
8. BYULLETEN' VERKHOVONOGO SUDA SSSR, No 4, 1977, p 41.

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DEMOGRAPHY

STATISTICAL DATA BY REPUBLICS ON DEMOGRAPHY, EDUCATION, OCCUPATIONS

Moscow VESTNIK STATISTIKI in Russian No 12, Dec 83 pp 51-75

[Tables: "Statistical Materials"]

[Text] I. NATURAL CHANGE IN POPULATION WITHIN THE USSR

Table 1. Number of Men and Women as of 1 January 1983

<u>Republic</u>	<u>Entire Population (in thou.)</u>	<u>Number of</u>		<u>As % of the Total:</u>	
		<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
USSR	271,239	126,944	144,295	46.8	53.2
RSFSR	141,012	65,332	75,680	46.3	53.7
Ukrainian SSR	50,461	23,174	27,287	45.9	54.1
Belorussian SSR	9,807	4,573	5,234	46.6	53.4
Uzbek SSR	17,039	8,382	8,657	49.2	50.8
Kazakh SSR	15,452	7,466	7,986	48.3	51.7
Georgian SSR	5,134	2,420	2,714	47.1	52.9
Azerbaijan SSR	6,399	3,122	3,277	48.8	51.2
Lithuanian SSR	3,506	1,653	1,853	47.1	52.9
Moldavian SSR	4,052	1,917	2,135	47.3	52.7
Latvian SSR	2,569	1,188	1,381	46.2	53.8
Kirghiz SSR	3,801	1,853	1,948	48.7	51.3
Tajik SSR	4,239	2,095	2,144	49.4	50.6
Armenian SSR	3,219	1,571	1,648	48.8	51.2
Turkmen SSR	3,042	1,498	1,544	49.3	50.7
Estonian SSR	1,507	700	807	46.5	53.5

Table 2. Birth Rate, Death Rate, and Natural Increase of the Population

<u>Year</u>	<u>Per 1000 Persons of the Population</u>		
	<u>Number of Births</u>	<u>Number of Deaths</u>	<u>Natural Increase</u>
1981	18.5	10.2	8.3
1982	18.9	10.1	8.8

Table 3. Distribution of the Number of Births, Deaths, and Registered Marriages, by Months during 1982 (in Thousands)

<u>Month</u>	<u>Number of Births</u>	<u>Number of Deaths</u>	<u>Number of Registered Marriages</u>
Total	5100.3	2723.6	2769.2
January	445.0	243.6	208.6
February	395.4	217.6	218.7
March	433.9	237.9	198.3
April	418.2	227.2	226.4
May	436.5	235.6	182.0
June	432.1	221.0	224.9
July	443.3	224.8	269.0
August	436.1	217.3	301.5
September	411.8	211.3	252.9
October	411.5	227.5	247.9
November	413.2	223.2	222.7
December	423.3	236.6	216.3

Table 4. Distribution of Number of Births by Order of Birth, for 1982

<u>Total Births (in thou.)</u>	<u>Number (in thousands) by Order of Birth in Family</u>										<u>10th or more</u>	<u>Not indicated</u>
	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>8th</u>	<u>9th</u>			
5100.3	2227.6	1708.0	549.3	237.6	143.1	85.8	54.5	36.2	23.3	29.7		5.2

Table 5. Birthrate Characteristics by Age, in Urban Settlements and Rural Localities (Number of Delivered Births per 1000 Women in Specific Age Groups)

<u>Age (in Years)</u>	<u>For the years 1981--1982</u>		
	<u>Total</u>	<u>In Urban Settlements</u>	<u>In Rural Localities</u>
15--49*	73.1	62.3	97.3
Less than 20**	40.6	39.1	43.0
20--24	180.0	147.6	264.3
25--29	127.2	107.1	178.3
30--34	69.0	55.9	106.2
35--39	31.4	22.1	54.5
40--44	8.5	4.2	17.9
45--49	1.3	0.4	2.8

Table 6. Birthrate Characteristics by Age and by Union Republic for the Years 1981--1982 (Number of Delivered Births per 1000 Women in Specific Age Groups)

<u>Republic</u>	<u>Number per age group (age in years)</u>							
	<u>15--49*</u>	<u>Under 20**</u>	<u>20--24</u>	<u>25--29</u>	<u>30--34</u>	<u>35--39</u>	<u>40--44</u>	<u>45--49</u>
USSR	73.1	40.6	180.0	127.2	69.0	31.4	8.5	1.3
RSFSR	62.4	43.6	159.1	105.9	54.9	21.9	4.3	0.4
Ukrainian SSR	58.2	47.8	162.7	101.7	51.6	19.2	3.9	0.3
Belorussian SSR	63.3	31.2	171.3	117.4	56.8	21.7	4.7	0.3
Uzbek SSR	151.7	32.1	278.1	270.2	191.8	120.9	49.7	10.2
Kazakh SSR	95.2	39.4	210.1	161.4	96.3	56.7	19.4	3.2
Georgian SSR	70.0	42.8	194.2	122.8	61.3	24.3	6.2	0.9
Azerbaijan SSR	98.9	18.1	193.5	203.5	122.2	59.7	21.8	3.2
Lithuanian SSR	58.9	19.7	149.2	118.4	65.3	30.5	9.3	0.7
Moldavian SSR	77.6	32.0	196.7	139.0	80.9	31.6	8.9	0.7
Latvian SSR	56.5	38.5	154.5	105.9	55.9	23.7	5.2	0.2
Kirghiz SSR	132.1	40.8	287.7	208.3	138.8	91.6	41.5	8.5
Tajik SSR	170.5	35.2	311.2	291.4	225.0	156.5	77.5	20.2
Armenian SSR	86.2	45.8	209.4	128.7	56.1	21.2	5.8	1.1
Turkmen SSR	148.4	22.5	247.1	275.3	198.4	140.7	63.4	11.9
Estonian SSR	61.3	41.5	167.6	115.2	57.2	24.6	4.7	0.4

* Including births delivered by older mothers.

** The rates for this age group were taken to be defined relative to the total number of women aged 15--19 years.

Table 7. Death Rate of Population from Diseases of the Circulatory System in 1981 and 1982

<u>Cause of Death</u>	<u>Number of Deaths</u> <u>(in thou.)</u>		<u>Number of Deaths</u> <u>(per 100,000)</u>	
	<u>1981</u>	<u>1982</u>	<u>1981</u>	<u>1982</u>
Total deaths from all causes	2742.1	2723.6	1024.2	1008.6
Total from diseases of the circulatory system	1436.0	1439.4	536.4	533.0
Among them were the following:				
From atherosclerotic cardiosclerosis . . .	599.1	590.5	223.8	218.7
From hypertensive disease (all forms). . .	225.3	224.0	84.2	82.9
Including the following:				
With strokes	150.1	149.9	56.1	55.5
With miocardial infarct	9.6	9.7	3.6	3.6
From strokes without hypertensive heart disease.	304.7	311.4	113.8	115.3
From other forms of ischemic heart disease and miocardial infarct (without hypertensive disease)	186.5	188.7	69.6	69.9
Specifically from miocardial infarct.	61.9	63.6	23.1	23.5
From active rheumatism and chronic rheumatic heart disease.	24.8	24.1	9.3	8.9
From miscellaneous diseases of the circulatory system	95.6	100.7	35.7	37.3

Table 8. Death Rate of Population from Malignant Growths in 1981 and 1982

<u>Cause of Death</u>	<u>Number of Deaths</u> <u>(in thou.)</u>		<u>Number of Deaths</u> <u>(per 100,000)</u>	
	<u>1981</u>	<u>1982</u>	<u>1981</u>	<u>1982</u>
Total deaths from all causes	2742.1	2723.6	1024.2	1008.6
Total from malignant growths	380.4	390.6	142.1	144.7
Among them were the following:				
Cavities of the mouth, lips, and pharynx.	7.1	7.6	2.6	2.8
Esophagus	14.1	14.6	5.3	5.4
Stomach	87.8	88.9	32.8	32.9
Small intestines, incl. duodenum	4.1	2.7	1.5	1.0
Large intestine (Colon)	14.4	15.3	5.4	5.7
Rectum, recto-sigmoidal connection, and anus	18.9	19.6	7.1	7.3
Other digestive organs	33.2	34.9	12.4	12.9
Larynx	7.1	7.4	2.7	2.8
Trachea, bronchial tubes, lungs	71.5	74.4	26.7	27.6
Skin	3.6	3.8	1.4	1.4
Mammary glands	20.8	21.9	7.8	8.1
Uterine cervix	12.2	11.7	4.5	4.3
Other malignant growths in the uterus	8.2	8.5	3.1	3.1
Other non-specific disorders in women's sexual organs	12.8	12.9	4.8	4.8
Prostate glands	5.2	5.4	1.9	2.0
Other male sexual organs	1.0	1.1	0.4	0.4
Kidneys	13.7	14.4	5.1	5.3
Leukemia	11.6	12.1	4.3	4.5
Other growths in lymphatic and blood tissues	8.8	9.2	3.3	3.4
Other and non-specific localizations	24.3	24.2	9.0	9.0

Table 9. Distribution of Persons Entering into First Marriages by Age for 1982
(in Thousands)

Category	Total number of marriages		Number of first marriages	
	Men	Women	Men	Women
Total Entering into Marriage	2769.2	2769.2	2288.1	2307.4
By following age groups:				
Under 20	125.4	712.5	125.0	708.0
20--24	1585.2	1287.1	1538.0	1207.4
25--29	539.0	353.8	429.6	241.0
30--34	197.4	154.1	103.1	67.8
35--39	73.1	56.8	26.7	18.0
40--44	77.0	60.2	22.2	15.2
45--49	47.5	42.1	11.5	11.5
50--54	41.5	36.8	10.0	12.3
55--59	28.7	29.0	7.0	10.9
60 and older .	54.3	36.5	14.9	15.0
Age unknown .	0.1	0.3	0.1	0.3

Table 10. Marriages of Persons by Age of Groom and Bride for 1982
(in Thousands)

Age of Groom	Age of Bride	Total Number of Marriages	Specific Age Group, in Years										Age unknown
			Under 20	20--24	25--29	30--34	35--39	40--44	45--49	50--54	55--59	60 and over	
Total Number of Marriages		2769.2	712.5	1287.1	353.8	154.1	56.8	60.2	42.1	36.8	29.0	36.5	0.3
Specific Age Group, Years:													
Under 20		125.4	87.9	35.2	2.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
20--24		1585.2	545.1	926.5	100.4	11.5	1.2	0.2	0.1	0.0	0.0	0.0	0.2
25--29		539.0	72.1	268.8	152.1	38.7	5.7	1.3	0.2	0.0	0.0	0.0	0.1
30--34		197.4	6.4	45.8	70.8	54.9	13.5	4.8	1.0	0.2	0.0	0.0	0.0
35--39		73.1	0.7	7.2	17.5	24.7	12.9	7.4	2.1	0.5	0.1	0.0	0.0
40--44		77.0	0.2	2.6	7.9	16.7	14.5	21.3	9.6	3.2	0.8	0.2	0.0
45--49		47.5	0.1	0.6	2.2	5.2	5.9	13.8	11.7	5.8	1.7	0.5	0.0
50--54		41.5	0.0	0.2	0.6	1.5	2.1	7.5	10.4	12.2	5.6	1.4	0.0
55--59		28.7	0.0	0.0	0.2	0.4	0.7	2.7	4.7	8.7	8.3	3.0	0.0
60 and over		54.3	0.0	0.1	0.1	0.2	0.3	1.2	2.3	6.2	12.5	31.4	0.0
Age unknown		0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table 11. Number of Registered Divorces, Distributed by Duration of Dissolved Marriages and by Ages of the Man and the Woman for 1982

(in Thousands)

Category	Total Number of Registered Divorces	By Duration of Marriage, in Years						
		Under 1	1--2	3--4	5--9	10-- 19	20 & more	Unknown
Total	903,5	33,4	147,8	166,1	262,5	187,6	104,7	1,4
By age, in years:								
Under 20								
Men	1,4	0,5	0,9	0,0	—	—	—	0,0
Women	13,9	4,0	9,0	0,8	—	—	—	0,1
20--24								
Men	117,5	12,5	58,8	37,4	8,5	—	—	0,3
Women	201,5	13,0	75,3	79,7	33,1	—	—	0,4
25--29								
Men	244,9	8,1	46,6	79,9	105,6	4,3	—	0,4
Women	228,8	6,4	30,1	49,0	128,7	14,3	—	0,3
30--34								
Men	191,2	4,4	18,2	25,1	91,8	51,5	—	0,2
Women	163,6	3,5	14,2	17,6	57,5	70,6	—	0,2
35--39								
Men	91,2	1,9	6,9	8,0	22,2	50,2	1,9	0,1
Women	77,0	1,5	5,5	6,0	15,5	44,3	4,1	0,1
40--44								
Men	105,7	2,0	6,4	6,7	16,6	53,4	20,5	0,1
Women	92,0	1,6	5,1	5,4	13,2	35,7	30,9	0,1
45--49								
Men	60,9	1,1	3,4	3,4	7,5	15,6	29,8	0,1
Women	51,3	1,0	2,9	2,8	5,8	12,2	26,5	0,1
50--54								
Men	44,3	0,9	2,4	2,3	4,6	6,8	27,2	0,1
Women	37,3	0,8	2,3	2,1	4,2	5,7	22,1	0,1
55--59								
Men	23,1	0,6	1,5	1,2	2,5	2,9	14,3	0,1
Women	22,3	0,7	1,6	1,3	2,4	2,9	13,4	0,0
60 and over								
Men	21,6	1,3	2,5	1,7	2,7	2,6	10,8	0,0
Women	14,1	0,8	1,5	1,1	1,7	1,6	7,4	0,0
Age unknown								
Men	1,7	0,1	0,2	0,4	0,5	0,3	0,2	0,0
Women	1,7	0,1	0,3	0,3	0,4	0,3	0,3	0,0

II. Number and Composition of Scientific Workers by Academic Degrees and Ranks

Category, by Republic	Number of Persons at End of Year				
	1960	1970	1975	1980	1982
<u>USSR</u>					
Number of scientific workers	354 158	927 709	1 223 428	1 373 263	1 431 696
With the following academic degrees:					
Doctor of Sciences	10 945	23 616	32 264	37 747	39 677
Candidate of Sciences	98 262	224 490	326 767	396 244	423 001
Rank held among total scientific workers:					
Academician, Corresponding					
Member, Professor	9 907	18 095	22 942	27 381	28 681
Docent	36 155	68 581	87 884	110 698	121 277
Senior Scientific Colleague	20 259	39 005	53 323	65 951	70 939
<u>RSFSR</u>					
Number of scientific workers	242 872	631 111	838 473	937 665	975 688
With the following academic degrees:					
Doctor of Sciences	7 929	16 135	22 105	25 838	27 135
Candidate of Sciences	67 146	145 071	212 363	257 329	273 906
Rank held among total scientific workers:					
Academician, Corresponding					
Member, Professor	6 784	11 859	15 146	17 885	18 748
Docent	23 610	42 926	53 783	66 902	72 769
Senior Scientific Colleague	14 202	25 184	34 574	44 012	47 346
<u>Ukrainian SSR</u>					
Number of scientific workers	46 657	129 781	171 478	195 782	205 447
With the following academic degrees:					
Doctor of Sciences	1 343	3 123	4 163	4 842	5 159
Candidate of Sciences	13 622	33 317	47 308	58 002	62 396
Rank held among total scientific workers:					
Academician, Corresponding					
Member, Professor	1 308	2 590	3 211	3 818	3 990
Docent	5 892	12 079	15 106	19 221	21 271
Senior Scientific Colleague	2 290	5 085	6 850	8 395	9 327
<u>Belorussian SSR</u>					
Number of scientific workers	6 840	21 863	31 020	38 130	38 963
With the following academic degrees:					
Doctor of Sciences	181	425	624	779	847
Candidate of Sciences	2 013	5 564	8 362	10 820	11 673
Rank held among total scientific workers:					
Academician, Corresponding					
Member, Professor	185	382	485	657	701
Docent	855	1 962	2 724	3 679	4 173
Senior Scientific Colleague	369	855	1 278	1 709	1 827

II. (continued)

Category, by Republic		Number of Persons at End of Year				
		1960	1970	1975	1980	1982
<u>Uzbek SSR</u>						
Number of scientific workers		10 329	25 244	30 835	35 288	36 621
With the following academic degrees:						
Doctor of Sciences		222	494	745	939	1 026
Candidate of Sciences		2 442	6 907	10 505	12 992	13 992
Rank held among total scientific workers:						
Academician, Corresponding						
Member, Professor		241	423	560	764	830
Docent		1 021	2 126	2 958	3 941	4 593
Senior Scientific Colleague		431	956	1 291	1 509	1 693
<u>Kazakh SSR</u>						
Number of scientific workers		9 623	26 802	32 011	37 390	39 099
With the following academic degrees:						
Doctor of Sciences		157	421	607	708	748
Candidate of Sciences		2 123	6 272	9 642	11 621	12 465
Rank held among total scientific workers:						
Academician, Corresponding						
Member, Professor		178	340	468	557	590
Docent		793	2 009	2 844	3 769	4 166
Senior Scientific Colleague		566	1 097	1 655	1 776	1 864
<u>Georgian SSR</u>						
Number of scientific workers		9 137	20 160	24 941	25 198	26 481
With the following academic degrees:						
Doctor of Sciences		430	989	1 228	1 335	1 321
Candidate of Sciences		3 207	5 860	7 679	9 104	9 644
Rank held among total scientific workers:						
Academician, Corresponding						
Member, Professor		392	814	911	1 045	1 020
Docent		1 195	1 698	2 183	2 696	2 801
Senior Scientific Colleague		739	1 752	1 912	2 019	2 082
<u>Azerbaijan SSR</u>						
Number of scientific workers		7 226	17 082	21 280	21 993	22 672
With the following academic degrees:						
Doctor of Sciences		189	652	811	907	932
Candidate of Sciences		1 933	5 340	7 196	8 186	8 710
Rank held among total scientific workers:						
Academician, Corresponding						
Member, Professor		204	506	623	708	730
Docent		743	1 141	1 862	2 174	2 419
Senior Scientific Colleague		474	1 197	1 523	1 515	1 579

II. (continued)

Category, by Republic	Number of Persons at End of Year				
	1960	1970	1975	1980	1982
<u>Lithuanian SSR</u>					
Number of scientific workers	3 320	8 978	12 538	14 307	14 636
With the following academic degrees:					
Doctor of Sciences	31	182	274	347	394
Candidate of Sciences	758	2 710	4 339	5 197	5 556
Rank held among total scientific workers:					
Academician, Corresponding					
Member, Professor	72	165	231	331	373
Docent	285	923	1 348	1 841	2 021
Senior Scientific Colleague	87	389	676	864	931
<u>Moldavian SSR</u>					
Number of scientific workers	1 999	5 695	7 309	8 807	9 288
With the following academic degrees:					
Doctor of Sciences	48	113	192	241	254
Candidate of Sciences	564	1 834	2 882	3 506	3 811
Rank held among total scientific workers:					
Academician, Corresponding					
Member, Professor	39	97	142	183	196
Docent	198	519	699	922	1 038
Senior Scientific Colleague	133	284	435	524	548
<u>Latvian SSR</u>					
Number of scientific workers	3 348	8 895	12 024	12 585	13 273
With the following academic degrees:					
Doctor of Sciences	64	175	262	332	340
Candidate of Sciences	898	2 517	3 484	4 172	4 406
Rank held among total scientific workers:					
Academician, Corresponding					
Member, Professor	97	165	200	250	260
Docent	346	719	1 052	1 320	1 428
Senior Scientific Colleague	177	387	543	669	715
<u>Kirghiz SSR</u>					
Number of scientific workers	2 315	5 867	7 131	8 194	8 498
With the following academic degrees:					
Doctor of Sciences	56	128	172	198	202
Candidate of Sciences	587	1 572	2 214	2 588	2 774
Rank held among total scientific workers:					
Academician, Corresponding					
Member, Professor	64	114	132	170	173
Docent	197	412	545	684	711
Senior Scientific Colleague	110	309	462	469	512

II. (continued)

Category, by Republic	Number of Persons at End of Year				
	1960	1970	1975	1980	1982
<u>Tajik SSR</u>					
Number of scientific workers	2 154	5 067	6 629	7 590	7 965
With the following academic degrees:					
Doctor of Sciences	33	102	149	183	202
Candidate of Sciences	433	1 364	2 126	2 505	2 675
Rank held among total scientific workers:					
Academician, Corresponding					
Member, Professor	40	90	120	147	160
Docent	150	358	571	785	876
Senior Scientific Colleague	111	204	335	409	417
<u>Armenian SSR</u>					
Number of scientific workers	4 275	12 808	17 138	19 059	20 973
With the following academic degrees:					
Doctor of Sciences	164	482	630	700	698
Candidate of Sciences	1 502	3 346	4 734	5 624	6 072
Rank held among total scientific workers:					
Academician, Corresponding					
Member, Professor	161	370	479	540	554
Docent	562	1 006	1 268	1 566	1 719
Senior Scientific Colleague	364	821	1 091	1 262	1 203
<u>Turkmen SSR</u>					
Number of scientific workers	1 836	3 649	4 634	5 030	5 343
With the following academic degrees:					
Doctor of Sciences	32	62	92	108	123
Candidate of Sciences	361	1 200	1 714	1 998	2 146
Rank held among total scientific workers:					
Academician, Corresponding					
Member, Professor	52	54	62	84	92
Docent	102	239	331	437	472
Senior Scientific Colleague	77	186	261	308	335
<u>Estonian SSR</u>					
Number of scientific workers	2 227	4 707	5 987	6 245	6 749
With the following academic degrees:					
Doctor of Sciences	66	133	210	290	296
Candidate of Sciences	623	1 610	2 219	2 600	2 775
Rank held among total scientific workers:					
Academician, Corresponding					
Member, Professor	90	126	172	242	264
Docent	206	464	610	761	820
Senior Scientific Colleague	129	299	437	511	560

ALL-UNION CENSUS OF THE POPULATION

Educational Level of the Population Employed in Mental Work, by Occupation and Union Republic, in 1970 and 1979¹

Occupation	Educational Attainment (Number per 1000)							
	1970				1979			
	Higher	Incomplete higher, specialized second.	General secondary	Incomplete secondary	Higher	Incomplete higher, specialized second.	General secondary	Incomplete secondary
USSR								
Entire employed population	65	118	159	311	100	167	276	262
Employed primarily in mental work ² . . .	240	362	191	160	328	392	186	75
Managers of state administrative organs and their structural subdivisions	354	244	207	164	480	298	169	46
Managers and instructors in public organizations and their structural subdivisions	374	311	216	82	517	276	164	35
Managers of enterprises (industry, construction, agriculture and forestry, transport and communications) and their structural subdivisions	323	374	112	131	427	389	96	65
Engineers and technicians	245	438	168	117	351	446	138	51
Agronomists, livestock specialists, veterinarians, and foresters	306	503	54	88	366	521	52	42
Medical workers	232	595	90	64	271	605	86	29
Scientific workers, lecturers, and educators	483	352	120	36	580	304	95	17
Workers in the field of literature and in the press	549	191	216	37	654	165	159	20
Workers in the fields of culture and education	166	340	344	127	248	388	297	58
Workers in the arts	202	312	287	162	249	383	287	69
Juridical personnel	703	158	93	39	771	133	80	13
Workers in trade, public dining establishments, procurement, and sales	78	276	215	313	138	389	239	181
Workers in the fields of planning and accounting	81	275	294	303	142	388	304	141
Workers in bureaus and office personnel	33	128	477	325	68	203	559	151
Workers in municipal enterprises and everyday services	58	183	221	361	117	253	282	242
Chiefs of administrative-economic boards and departments managing the economy	22	102	199	432	64	179	320	315
Agents and expeditors	21	141	267	410	52	270	354	256

ALL-UNION CENSUS (continued)

Occupation	Educational Attainment (Number per 1000)							
	1970				1979			
	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary
RSFSR								
Entire employed population	66	123	141	326	101	176	243	283
Employed primarily in mental work . . .	230	364	174	162	315	399	175	90
Managers of state administrative organs and their structural subdivisions	353	241	157	209	461	312	155	64
Managers and instructors in public organizations and their structural subdivisions	338	333	214	98	487	297	166	41
Managers of enterprises (industry, construction, agriculture and forestry, transport and communica- tions) and their structural subdivisions	315	376	97	147	421	388	86	76
Engineers and technicians	241	441	157	127	343	453	131	59
Agronomists, livestock specialists, veterinarians, and foresters	294	498	46	105	345	523	50	56
Medical workers	229	600	82	71	268	614	79	31
Scientific workers, lecturers, and educators	460	378	113	40	557	332	87	20
Workers in the field of litera- ture and in the press	530	203	219	42	636	178	162	22
Workers in the fields of culture and education	161	354	304	155	245	405	264	75
Workers in the arts	197	316	271	181	238	392	278	80
Juridical personnel	678	173	92	49	758	140	82	17
Workers in trade, public dining establishments, procurement, and sales	64	277	175	356	117	387	214	219
Workers in the fields of planning and accounting	73	254	263	357	129	373	292	177
Workers in buros and office personnel	29	121	430	379	63	201	527	186
Workers in municipal enterprises and everyday services	45	184	192	392	102	265	259	266
Chiefs of administrative-economic boards and departments managing the economy	17	91	148	473	53	168	266	371
Agents and expeditors	18	129	224	450	45	256	315	310

ALL-UNION CENSUS (continued)

Occupation	Educational Attainment (Number per 1000)								
	1970					1979			
	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary		Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary
<u>Ukrainian SSR</u>									
Entire employed population	61	114	191	302		96	164	312	241
Employed primarily in mental work . . .	252	379	216	119		339	399	200	48
Managers of state administrative organs and their structural subdivisions	303	273	311	100		413	335	230	18
Managers and instructors in public organizations and their structural subdivisions	420	302	218	49		534	274	165	22
Managers of enterprises (industry, construction, agriculture and forestry, transport and communica- tions) and their structural subdivisions	343	383	127	96		450	385	110	40
Engineers and technicians	270	460	175	76		380	443	138	30
Agronomists, livestock specialists, veterinarians, and foresters	280	549	55	70		343	578	45	25
Medical workers	239	609	91	47		276	602	90	24
Scientific workers, lecturers, and educators	521	322	117	30		605	282	98	12
Workers in the field of litera- ture and in the press	564	177	230	24		661	157	169	11
Workers in the fields of culture and education	178	369	364	76		238	421	303	32
Workers in the arts	174	333	328	136		217	393	327	52
Juridical personnel	744	144	68	20		779	130	83	5
Workers in trade, public dining establishments, procurement, and sales	90	306	258	251		170	422	258	116
Workers in the fields of planning and accounting	87	325	344	212		150	424	325	85
Workers in bureaus and office personnel	34	144	585	214		64	210	630	85
Workers in municipal enterprises and everyday services	63	194	288	322		128	241	327	213
Chiefs of administrative-economic boards and departments managing the economy	22	118	267	382		78	187	402	241
Agents and expeditors	19	161	349	351		47	310	442	165

ALL-UNION CENSUS (continued)

Occupation	Educational Attainment (Number per 1000)							
	1970				1979			
	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary
<u>Belorussian SSR</u>								
Entire employed population	57	110	164	273	95	161	284	223
Employed primarily in mental work . . .	235	390	200	138	336	419	183	49
Managers of state administrative organs and their structural subdivisions	378	249	306	61	564	273	154	7
Managers and instructors in public organizations and their structural subdivisions	420	271	235	62	578	263	134	21
Managers of enterprises (industry, construction, agriculture and forestry, transport and communica- tions) and their structural subdivisions	319	381	122	119	396	439	101	43
Engineers and technicians	226	466	182	102	346	491	127	28
Agronomists, livestock specialists, veterinarians, and foresters	310	555	47	65	392	552	31	19
Medical workers	217	646	72	49	259	646	69	19
Scientific workers, lecturers, and educators	487	394	97	18	628	300	64	6
Workers in the field of litera- ture and in the press	590	177	199	30	708	139	139	14
Workers in the fields of culture and education	163	324	410	89	255	397	314	29
Workers in the arts	206	325	310	137	262	412	284	33
Juridical personnel	726	142	90	32	803	116	70	8
Workers in trade, public dining establishments, procurement, and sales	69	273	230	308	140	398	265	155
Workers in the fields of planning and accounting	89	318	322	242	158	437	304	88
Workers in buros and office personnel	32	133	553	259	72	206	619	94
Workers in municipal enterprises and everyday services	54	178	243	369	135	270	330	201
Chiefs of administrative-economic boards and departments managing the economy	23	114	221	412	62	189	371	270
Agents and expeditors	20	137	318	406	55	306	406	206

ALL-UNION CENSUS (continued)

Occupation	Educational Attainment (Number per 1000)							
	1970				1979			
	Higher	Incomplete higher, specialized second.	General secondary	Incomplete secondary	Higher	Incomplete higher, specialized second.	General secondary	Incomplete secondary
<u>Uzbek SSR</u>								
Entire employed population	64	91	213	295	96	133	413	208
Employed primarily in mental work . . .	274	304	234	132	375	345	211	53
Managers of state administrative organs and their structural subdivisions	473	185	215	65	631	180	155	24
Managers and instructors in public organizations and their structural subdivisions	480	218	214	61	594	200	167	28
Managers of enterprises (industry, construction, agriculture and forestry, transport and communications) and their structural subdivisions	345	345	167	99	462	366	120	39
Engineers and technicians	215	383	218	129	353	400	180	51
Agronomists, livestock specialists, veterinarians, and foresters	359	412	135	61	457	418	94	19
Medical workers	227	524	138	76	272	570	118	30
Scientific workers, lecturers, and educators	548	261	139	35	621	235	118	20
Workers in the field of literature and in the press	553	184	211	36	705	130	140	23
Workers in the fields of culture and education	153	215	495	106	235	256	450	48
Workers in the arts	195	282	304	156	278	324	314	69
Juridical personnel	762	106	95	26	816	114	56	8
Workers in trade, public dining establishments, procurement, and sales	100	222	329	239	174	349	338	102
Workers in the fields of planning and accounting	104	249	356	233	172	393	323	89
Workers in bureaus and office personnel	47	134	487	285	88	203	569	120
Workers in municipal enterprises and everyday services	146	199	230	247	220	253	280	157
Chiefs of administrative-economic boards and departments managing the economy	46	126	347	316	96	210	444	176
Agents and expeditors	50	169	359	279	111	311	399	131

ALL-UNION CENSUS (continued)

Occupation	Educational Attainment (Number per 1000)								
	1970					1979			
	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary		Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary
Kazakh SSR									
Entire employed population	59	116	155	324		93	185	289	280
Employed primarily in mental work . . .	205	349	206	184		298	387	210	81
Managers of state administrative organs and their structural subdivisions	322	242	261	152		489	297	169	37
Managers and instructors in public organizations and their structural subdivisions	375	277	236	95		547	244	169	33
Managers of enterprises (industry, construction, agriculture and forestry, transport and communica- tions) and their structural subdivisions	288	350	134	163		392	385	119	73
Engineers and technicians	191	419	182	160		294	457	160	57
Agronomists, livestock specialists, veterinarians, and foresters	299	480	76	93		384	496	63	38
Medical workers	193	577	104	96		245	615	96	33
Scientific workers, lecturers, and educators	405	338	186	56		513	304	153	24
Workers in the field of litera- ture and in the press	494	179	264	51		613	160	193	26
Workers in the fields of culture and education	112	278	427	158		199	349	383	59
Workers in the arts	129	298	322	207		189	396	323	77
Juridical personnel	657	160	133	41		719	154	110	12
Workers in trade, public dining establishments, procurement, and sales	63	264	205	330		120	385	247	179
Workers in the fields of planning and accounting	69	295	277	309		135	403	297	136
Workers in buros and office personnel	25	108	437	387		61	182	566	169
Workers in municipal enterprises and everyday services	53	143	191	381		93	213	279	258
Chiefs of administrative-economic boards and departments managing the economy	20	88	177	448		46	169	329	318
Agents and expeditors	15	130	232	463		39	285	375	233

ALL-UNION CENSUS (continued)

OccupationEducational Attainment (Number per 1000)

1970

1979

Georgian SSR

	<u>Higher</u>	<u>Incomplete higher, speci- alized second.</u>	<u>General secondary</u>	<u>Incomplete secondary</u>	<u>Higher</u>	<u>Incomplete higher, speci- alized second.</u>	<u>General secondary</u>	<u>Incomplete secondary</u>
Entire employed population	115	122	270	204	150	156	380	170
Employed primarily in mental work . . .	388	300	245	46	472	297	204	20
Managers of state administrative organs and their structural subdivisions	489	201	273	25	652	179	158	3
Managers and instructors in public organizations and their structural subdivisions	655	156	167	14	691	153	147	7
Managers of enterprises (industry, construction, agriculture and forestry, transport and communica- tions) and their structural subdivisions	464	292	176	43	512	342	120	20
Engineers and technicians	429	295	217	42	565	247	165	17
Agronomists, livestock specialists, veterinarians, and foresters	594	333	52	13	691	255	40	8
Medical workers	299	540	126	21	319	522	136	15
Scientific workers, lecturers, and educators	653	233	102	8	706	198	86	6
Workers in the field of litera- ture and in the press	764	98	124	7	786	100	109	4
Workers in the fields of culture and education	343	261	360	26	436	259	290	10
Workers in the arts	377	211	307	70	449	268	257	18
Juridical personnel	854	92	43	3	873	67	55	3
Workers in trade, public dining establishments, procurement, and sales	206	273	391	85	272	342	383	39
Workers in the fields of planning and accounting	187	331	400	62	248	400	318	26
Workers in bureaus and office personnel	106	173	620	82	163	227	561	40
Workers in municipal enterprises and everyday services	236	195	371	115	288	232	376	72
Chiefs of administrative-economic boards and departments managing the economy	119	216	506	104	224	282	396	71
Agents and expeditors	99	238	513	97	197	335	418	40

ALL-UNION CENSUS (continued)

Occupation	Educational Attainment (Number per 1000)							
	1970				1979			
	Higher	Incomplete higher, specialized second.	General secondary	Incomplete secondary	Higher	Incomplete higher, specialized second.	General secondary	Incomplete secondary
<u>Azerbaijan SSR</u>								
Entire employed population	83	121	208	282	106	142	360	224
Employed primarily in mental work . . .	283	347	228	95	388	311	210	46
Managers of state administrative organs and their structural subdivisions	373	253	305	55	472	255	235	30
Managers and instructors in public organizations and their structural subdivisions	512	249	171	49	538	217	199	36
Managers of enterprises (industry, construction, agriculture and forestry, transport and communications) and their structural subdivisions	372	353	161	78	441	394	117	37
Engineers and technicians	291	385	211	85	401	345	190	48
Agronomists, livestock specialists, veterinarians, and foresters	313	556	75	38	394	468	87	32
Medical workers	250	574	106	46	275	563	115	32
Scientific workers, lecturers, and educators	530	337	100	22	610	282	87	14
Workers in the field of literature and in the press	626	149	191	21	702	139	135	17
Workers in the fields of culture and education	137	285	489	70	184	314	459	36
Workers in the arts	234	253	313	127	315	292	309	68
Juridical personnel	899	43	36	17	805	118	61	8
Workers in trade, public dining establishments, procurement, and sales	169	262	313	176	318	322	261	76
Workers in the fields of planning and accounting	110	283	388	174	184	364	389	75
Workers in bureaus and office personnel	40	142	566	209	85	190	606	97
Workers in municipal enterprises and everyday services	114	197	305	196	243	224	325	135
Chiefs of administrative-economic boards and departments managing the economy	29	141	431	243	132	221	421	165
Agents and expeditors	38	212	377	247	101	337	399	129

ALL-UNION CENSUS (continued)

Occupation	Educational Attainment (Number per 1000)							
	1970				1979			
	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary
<u>Lithuanian SSR</u>								
Entire employed population	55	105	98	238	95	175	194	247
Employed primarily in mental work . . .	226	371	200	151	317	425	179	63
Managers of state administrative organs and their structural subdivisions	356	232	168	217	513	311	148	25
Managers and instructors in public organizations and their structural subdivisions	313	366	228	69	516	311	136	30
Managers of enterprises (industry, construction, agriculture and forestry, transport and communica- tions) and their structural subdivisions	258	416	103	126	378	453	84	58
Engineers and technicians	221	431	191	122	314	486	145	45
Agronomists, livestock specialists, veterinarians, and foresters	269	620	36	33	280	652	45	16
Medical workers	269	564	95	49	310	603	61	18
Scientific workers, lecturers, and educators	482	373	110	24	594	306	80	15
Workers in the field of litera- ture and in the press	552	214	181	41	640	180	154	23
Workers in the fields of culture and education	164	321	334	158	263	395	293	40
Workers in the arts	250	303	227	132	348	382	194	57
Juridical personnel	639	184	134	33	785	130	79	6
Workers in trade, public dining establishments, procurement, and sales	80	277	212	291	149	425	238	146
Workers in the fields of planning and accounting	72	295	320	263	151	427	300	107
Workers in buros and office personnel	28	124	445	351	55	225	558	145
Workers in municipal enterprises and everyday services	56	130	231	345	96	216	252	278
Chiefs of administrative-economic boards and departments managing the economy	30	147	207	357	83	215	362	249
Agents and expeditors	12	126	292	396	40	315	357	246

ALL-UNION CENSUS (continued)

Occupation	Educational Attainment (Number per 1000)							
	1970				1979			
	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary
<u>Moldavian SSR</u>								
Entire employed population	44	79	104	281	77	127	256	265
Employed primarily in mental work . . .	248	376	201	133	331	402	193	56
Managers of state administrative organs and their structural subdivisions	365	264	233	127	547	294	139	14
Managers and instructors in public organizations and their structural subdivisions	444	258	229	55	558	253	150	33
Managers of enterprises (industry, construction, agriculture and forestry, transport and communica- tions) and their structural subdivisions	314	390	106	119	400	451	92	39
Engineers and technicians	240	434	203	100	329	455	156	44
Agronomists, livestock specialists, veterinarians, and foresters	391	495	36	50	433	493	36	22
Medical workers	215	652	66	48	262	642	63	24
Scientific workers, lecturers, and educators	448	363	135	42	561	296	123	16
Workers in the field of litera- ture and in the press	584	193	184	29	709	147	139	4
Workers in the fields of culture and education	149	355	367	113	263	414	281	39
Workers in the arts	178	284	297	182	236	377	309	65
Juridical personnel	780	125	71	21	828	113	55	4
Workers in trade, public dining establishments, procurement, and sales	84	281	207	271	149	391	256	145
Workers in the fields of planning and accounting	95	309	312	239	164	424	299	92
Workers in buros and office personnel	32	138	548	251	83	227	576	102
Workers in municipal enterprises and everyday services	55	176	219	381	173	234	300	211
Chiefs of administrative-economic boards and departments managing the economy	18	82	197	394	72	181	364	259
Agents and expeditors	30	139	311	372	44	268	407	213

ALL-UNION CENSUS (continued)

Occupation	Educational Attainment (Number per 1000)							
	1970				1979			
	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary
Latvian SSR								
Entire employed population	67	143	147	304	106	194	234	261
Employed primarily in mental work . . .	224	366	208	155	316	380	212	74
Managers of state administrative organs and their structural subdivisions	346	235	172	220	470	278	202	48
Managers and instructors in public organizations and their structural subdivisions	351	354	216	64	506	268	186	35
Managers of enterprises (industry, construction, agriculture and forestry, transport and communica- tions) and their structural subdivisions	289	424	114	129	401	381	121	78
Engineers and technicians	218	447	187	114	328	430	173	55
Agronomists, livestock specialists, veterinarians, and foresters	230	447	52	201	321	538	59	69
Medical workers	284	573	76	47	311	568	91	21
Scientific workers, lecturers, and educators	519	349	96	29	585	294	103	15
Workers in the field of litera- ture and in the press	482	263	224	28	658	161	166	15
Workers in the fields of culture and education	204	349	316	115	278	354	311	50
Workers in the arts	276	355	234	106	292	420	236	44
Juridical personnel	702	185	88	17	790	137	71	—
Workers in trade, public dining establishments, procurement, and sales	70	252	267	307	135	392	277	160
Workers in the fields of planning and accounting	70	272	361	248	127	347	367	133
Workers in buros and office personnel	37	145	486	278	67	220	556	135
Workers in municipal enterprises and everyday services	58	199	238	313	119	235	321	221
Chiefs of administrative-economic boards and departments managing the economy	43	176	276	362	71	221	375	248
Agents and expeditors	28	163	302	364	68	308	370	221

ALL-UNION CENSUS (continued)

Occupation	Educational Attainment (Number per 1000)							
	1970				1979			
	Higher	Incomplete higher, specialized second.	General secondary	Incomplete secondary	Higher	Incomplete higher, specialized second.	General secondary	Incomplete secondary
<u>Kirghiz SSR</u>								
Entire employed population	82	108	175	300	83	144	349	218
Employed primarily in mental work . . .	252	359	201	145	349	377	196	59
Managers of state administrative organs and their structural subdivisions	422	273	236	56	602	230	140	27
Managers and instructors in public organizations and their structural subdivisions	473	241	207	55	653	185	117	35
Managers of enterprises (industry, construction, agriculture and forestry, transport and communications) and their structural subdivisions	328	394	126	106	443	391	103	45
Engineers and technicians	205	445	186	128	313	460	159	51
Agronomists, livestock specialists, veterinarians, and foresters	364	483	70	64	408	475	86	24
Medical workers	208	593	93	82	250	613	102	26
Scientific workers, lecturers, and educators	492	328	136	35	601	279	101	14
Workers in the field of literature and in the press	623	157	184	33	712	139	123	15
Workers in the fields of culture and education	181	304	425	76	289	352	312	38
Workers in the arts	151	343	312	150	186	395	325	76
Juridical personnel	707	145	106	39	799	124	67	4
Workers in trade, public dining establishments, procurement, and sales	86	252	264	296	167	331	315	139
Workers in the fields of planning and accounting	100	304	279	269	192	390	286	105
Workers in buros and office personnel	33	120	477	332	73	190	575	142
Workers in municipal enterprises and everyday services	49	194	246	309	147	207	277	230
Chiefs of administrative-economic boards and departments managing the economy	16	112	292	391	49	197	407	236
Agents and expeditors	26	173	293	338	47	341	355	294

ALL-UNION CENSUS (continued)

Occupation	Educational Attainment (Number per 1000)							
	1970				1979			
	Higher	Incomplete higher, specialized second.	General secondary	Incomplete secondary	Higher	Incomplete higher, specialized second.	General secondary	Incomplete secondary
<u>Tajik SSR</u>								
Entire employed population	54	86	164	298	83	117	329	241
Employed primarily in mental work . . .	244	326	215	157	371	364	181	64
Managers of state administrative organs and their structural subdivisions	416	214	240	100	656	194	122	23
Managers and instructors in public organizations and their structural subdivisions	490	205	208	81	647	170	148	28
Managers of enterprises (industry, construction, agriculture and forestry, transport and communications) and their structural subdivisions	296	333	172	139	431	380	116	51
Engineers and technicians	183	401	198	154	299	481	145	56
Agronomists, livestock specialists, veterinarians, and foresters	364	393	91	87	489	408	71	24
Medical workers	213	547	102	101	276	609	76	31
Scientific workers, lecturers, and educators	479	326	146	36	645	254	85	12
Workers in the field of literature and in the press	565	162	205	47	760	105	108	27
Workers in the fields of culture and education	116	273	467	112	234	306	400	49
Workers in the arts	197	324	292	144	252	426	228	72
Juridical personnel	693	144	130	18	843	98	50	6
Workers in trade, public dining establishments, procurement, and sales	81	230	293	262	143	360	306	136
Workers in the fields of planning and accounting	87	272	299	280	188	372	285	125
Workers in bureaus and office personnel	26	135	430	359	75	204	546	154
Workers in municipal enterprises and everyday services	95	158	215	347	144	233	281	205

ALL-UNION CENSUS (continued)

Occupation	Educational Attainment (Number per 1000)								
	1970					1979			
	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary		Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary
<u>Armenian SSR</u>									
Entire employed population	100	103	253	241		141	150	362	215
Employed primarily in mental work . . .	335	273	295	66		447	300	218	28
Managers of state administrative organs and their structural subdivisions	514	190	237	50		640	183	159	17
Managers and instructors in public organizations and their structural subdivisions	537	209	217	26		680	122	174	20
Managers of enterprises (industry, construction, agriculture and forestry, transport and communica- tions) and their structural subdivisions	390	282	221	70		537	295	131	28
Engineers and technicians	329	313	264	65		480	328	167	20
Agronomists, livestock specialists, veterinarians, and foresters	492	357	79	45		543	322	70	45
Medical workers	277	480	176	44		326	503	136	27
Scientific workers, lecturers, and educators	584	240	153	16		670	210	109	9
Workers in the field of litera- ture and in the press	752	94	140	2		831	60	96	10
Workers in the fields of culture and education	196	223	535	36		391	238	347	17
Workers in the arts	368	177	338	70		419	261	275	40
Juridical personnel	749	65	159	14		884	52	58	2
Workers in trade, public dining establishments, procurement, and sales	206	216	391	118		308	332	287	58
Workers in the fields of planning and accounting	136	239	501	90		208	350	397	38
Workers in buros and office personnel	66	151	666	92		107	212	621	54
Workers in municipal enterprises and everyday services	129	153	352	191		199	199	439	94
Chiefs of administrative-economic boards and departments managing the economy	44	129	452	248		67	232	488	176

ALL-UNION CENSUS (continued)

Occupation	Educational Attainment (Number per 1000)							
	1970				1979			
	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary
<u>Turkmen SSR</u>								
Entire employed population	59	99	176	348	87	130	354	252
Employed primarily in mental work . . .	235	342	199	167	348	364	191	75
Managers of state administrative organs and their structural subdivisions	356	259	250	117	617	192	164	21
Managers and instructors in public organizations and their structural subdivisions	489	248	167	73	626	166	167	28
Managers of enterprises (industry, construction, agriculture and forestry, transport and communica- tions) and their structural subdivisions	296	384	136	131	458	383	99	46
Engineers and technicians	165	425	184	164	293	466	151	68
Agronomists, livestock specialists, veterinarians, and foresters	401	424	80	66	518	385	60	29
Medical workers	204	561	99	96	259	599	92	38
Scientific workers, lecturers, and educators	508	302	133	43	608	264	100	22
Workers in the field of litera- ture and in the press	573	171	198	53	676	160	145	14
Workers in the fields of culture and education	121	267	462	119	198	302	439	53
Workers in the arts	155	380	268	147	220	452	243	70
Juridical personnel	682	178	107	33	784	115	79	21
Workers in trade, public dining establishments, procurement, and sales	62	197	287	338	138	333	312	158
Workers in the fields of planning and accounting	82	276	283	303	175	362	301	132
Workers in buros and office personnel	37	118	426	359	71	190	526	184
Workers in municipal enterprises and everyday services	63	141	252	334	118	219	239	251
Chiefs of administrative-economic boards and departments managing the economy	14	91	250	484	67	161	385	251
Agents and expeditors	29	126	266	397	85	311	276	251

ALL-UNION CENSUS (continued)

Occupation	Educational Attainment (Number per 1000)							
	1970				1979			
	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary	Higher	Incomplete higher, speci- alized second.	General secondary	Incomplete secondary
<u>Estonian SSR</u>								
Entire employed population	70	133	153	304	108	188	229	263
Employed primarily in mental work	226	333	221	154	314	384	216	79
Managers of state administrative organs and their structural subdivisions	357	221	166	165	524	291	138	31
Managers and instructors in public organizations and their structural subdivisions	275	358	271	76	426	334	206	22
Managers of enterprises (industry, construction, agriculture and forestry, transport and communica- tions) and their structural subdivisions	269	414	130	122	415	400	112	55
Engineers and technicians	211	417	209	120	311	419	189	60
Agronomists, livestock specialists, veterinarians, and foresters	380	396	43	98	414	453	55	48
Medical workers	271	520	114	67	302	545	105	34
Scientific workers, lecturers, and educators	482	316	138	47	548	292	125	27
Workers in the field of litera- ture and in the press	510	190	264	29	579	149	242	23
Workers in the fields of culture and education	235	317	285	119	365	349	215	56
Workers in the arts	326	273	265	104	391	293	252	50
Juridical personnel	714	144	79	56	770	129	78	18
Workers in trade, public dining establishments, procurement, and sales	78	250	264	280	113	331	306	177
Workers in the fields of planning and accounting	76	245	363	252	148	325	353	136
Workers in buros and office personnel	45	112	461	318	68	197	556	148
Workers in municipal enterprises and everyday services	51	152	244	363	115	290	310	240
Chiefs of administrative-economic boards and departments managing the economy	23	196	268	367	72	274	345	252
Agents and expeditors	21	153	260	364	26	285	400	192

ALL-UNION CENSUS (continued)

FOOTNOTES

1. Continuation of published results of the Census in the journal VESTNIK STATISTIKI (For beginning see No 2, 6--12, 1980, No 1, 2, 4, 5, 11, 12, 1981, No 1, 7, 9, 10, 1982, and No 2, 4, 6--11, 1983).
2. In the USSR and the Union republics, with respect to individual occupations involving mental work in 1979, as compared with 1970, there was a decrease in the proportion of persons having a higher or an incomplete higher and specialized secondary education, with an increase in the number of persons possessing these levels of education, and this is connected with differing growth rates for individual levels.

With the rise in the level of the population among those employed in mental work, there has been a constant increase in the number of persons with a higher or a secondary specialized education and a significant decrease in the number of persons with an incomplete secondary education, i.e., practical workers employed in appropriate jobs not requiring a specialized education.

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